

2003
Town of Bow
Annual Report

4-78

**2003 Annual Report
of The
Town of Bow
New Hampshire**

Dedication

Verna Elliott Alexander Sept. 20, 1918 to Nov. 5, 2003

Verna was born and grew up on South Bow Road in Hooksett. In 1938 she married Warren "Mike" Alexander and they moved to the farm on Robinson Road on April Fool's Day, 1939. The couple operated a successful dairy farm for many years, and the Alexander Farm remains as the last working dairy farm in Bow. Verna drove a school bus from 1969 to 1992, enjoying all the children but expressing a special delight in the little ones. She leaves three daughters, seven grandchildren, and 10 great-grandchildren. She also leaves many former school bus riders who in later years would return to the farm to visit the cows and share their own "little ones" with Verna.

Gary W. Leavitt Jul. 20, 1954 to Oct. 24, 2003

A Bow firefighter for 27 years, Fire Engineer Gary Leavitt succumbed to a lengthy illness after a valiant battle. He is survived by his wife Collette. Gary is best remembered for his complete devotion to the fire service, and when he was not present in the Bow fire station he could usually be located in the fire station of a neighboring community, particularly in Manchester where members of his family are also members of the fire service. Dedicated employees like Gary are a breed apart and the funeral honors accorded to him by the Bow Fire Department were a fitting end to an outstanding career of public service.

John J. Sheridan 1931 – 2003

After a career as an officer in the U.S. Marine Corps, including three tours in Vietnam, John Sheridan settled in Bow and for the next 25 years devoted much of his time to bettering the community. For 15 years he served as either town treasurer or deputy treasurer, and not content with the demands of those positions, he also served on the board of the Salvation Army, served as president of the Bow Men's Club, and served as president of the Bow Rotary Club. He was then elected to serve as District Governor overseeing 58 Rotary Clubs in Vermont and New Hampshire. John was instrumental in the establishment of Bow Rotary Park, and he received two Paul Harris Fellows for his commitment to "service above self."



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**BOW TOWN MEETING
BOW SCHOOL DISTRICT MEETING
MODERATORS' RULES OF PROCEDURE**

Unless changed by the voters at the Meetings, the Town and School Moderators will use the following Rules of Procedure to conduct the respective Meetings:

1. The Moderator will not follow Robert's Rules. The Moderator will use the following general rules of procedure, whose main purpose is to keep the meeting moving, and not get bogged down in procedural quagmires
2. By majority vote, the voters can overrule any decision that the Moderator makes and any rule that the Moderator establishes. A voter can raise such a request by Point of Order
3. The Moderator will take Articles in the order that they appear on the Warrant unless the Moderator announces the intent to take Articles out of order.
4. The Moderator will consider each Article, as follows:
 - a. The Moderator will announce the Article number, and the text of the Article will be displayed on the overhead screen. The Moderator will not read the full text of the Article unless it has been amended
 - b. The Moderator will recognize a member of the Budget Committee or of the Board of Selectmen, or the petitioner (if a petitioned Article) to move the adoption of the Article.
 - c. If the Motion is seconded, the Moderator will recognize a member of the Board of Selectmen or the petitioner to explain the Article.
 - d. The Meeting will debate and then vote on the Article.
5. Everyone who speaks must use a microphone so you can be heard. (The Moderator will announce the location of the microphones in the Meeting room.) If you are unable to reach one of the stand-up microphones, raise your hand and one of the hand-held microphones will be brought to you.
6. No one may speak unless they have the floor
 - a. No one may have the floor unless recognized by the Moderator
 - b. Except for Points of Order, the Moderator will not recognize you unless you are standing at or holding one of the microphones.
 - c. Whenever you speak or make motion or second, please give your name and address
 - d. Even if you do not have the floor, you may speak to raise a Point of Order to challenge a Moderator's ruling or to overrule the Moderator

- 7 The Moderator will allow only one motion on the floor at a time. There are two exceptions to this rule:
 - a. You may raise Points of Order at any time, and
 - b. If you have the floor, you may make
 - i. A motion to amend the pending motion, or
 - ii. A motion to Call the Question.
- 8 All amendments and motions must be in writing, except technical changes to a printed Article, Points of Order, or Motions to Call the Question
- 9 The Moderator will not accept negative motions, which are motions that require a “no” vote to vote in the affirmative such as “I move that we not adopt the budget.”
10. Motions to Call the Question limit debate and require a 2/3 vote. If passed, these motions stop debate on a motion, however, all those voters who are standing at a microphone or holding a microphone, and anyone seated at the head table who has previously told the Moderator that they wish to speak on the Motion will be allowed to speak.
11. Non-voters may not speak at the Meeting without the permission of the voters except, the Moderator will allow non-resident Town officials and consultants or experts who are here to provide information about an Article to speak.
12. All speakers must be courteous. The Moderator will not allow personal attacks or inappropriate language
13. All questions and comments should be addressed to the Moderator. The Moderator will choose who responds to the questions.
- 14 With the exception of initial presentations on Articles which the Moderator requests be limited to ten (10) minutes, all speakers in debate will be limited to three (3) minutes.
- 15 Each speaker may only speak once until everyone has spoken
16. Any vote on a bond issue of over \$100,000 must be voted on by secret ballot. In addition, any five (5) voters may request that the vote on any Article be by secret ballot. To do so:
 - a. All five (5) voters must be present and identified,
 - b. The request must be presented during or at the end of debate on the Article, and
 - c. The request must be made by having one of the voters approach one of the microphones to be recognized by the Moderator
17. Motions to reconsider an Article may only be made immediately after the vote on the Article, and may only be made by someone who voted on the prevailing side of the vote to be reconsidered. However, the following limits may apply to the reconsideration of an Article:

- a. **Mandatory Restriction:** If a motion to reconsider a ballot vote on a bond issue of over \$100,000 passes, in accordance with RSA 33 8-a, the Article cannot be reconsidered until a reconvened Meeting that is at least seven (7) days after the original vote. With respect to bond votes, the restriction on reconsideration automatically applies without the need for the Meeting to vote for it.
 - b. **Optional Restriction:** Voters may postpone reconsideration of any Article at this meeting by voting to restrict reconsideration of the Article in accordance with RSA 40:10. If the Meeting passes such a motion, then the Article cannot be reconsidered until a reconvened meeting held at least seven (7) days after the date of the original vote.
 - c. **Reminder:** Since any rule of the Moderator or decision of the Meeting can be reversed or changed at any time by a majority vote of the Meeting, there is no rule that can be adopted that can absolutely prevent the reconsideration of an Article.
18. The Moderator may vote on all Articles. However, the Moderator plans to only vote in two (2) instances.
- a. To break a tie
 - b. To make a vote a tie vote if a motion the Moderator opposes would otherwise carry by one (1) vote.
19. If the Meeting is not finished at 11:00, the Moderator will adjourn the Meeting to a future date.
20. The Moderator may order the police to remove anyone who violates the rules of the Meeting (RSA 40:8)

VOTERS' RIGHTS AND RESPONSIBILITIES

Every Voter is responsible to:

- 1 Recognize that the Meeting is a legislative assembly where voters gather together to conduct business, and that the Moderator has volunteered to preside over the Meeting to bring order to the process
- 2 Review the Town and School Reports in advance of the Town and School Meetings.
- 3 Seek answers to any questions that they have from the appropriate Town or School officials in advance of the Meetings Attend informational sessions to learn the background of significant proposals and to ensure meaningful debate at the Meeting.
- 4 Become familiar with the Rules of Procedure for the meetings which are published in the Town Report
- 5 Give the Moderator fair warning if you would like to do anything out of the ordinary, like present slides or use alternative rules of procedure.
- 6 Arrive early enough for the Meetings to allow sufficient time to check in and find a seat.
- 7 Be courteous to all officials, presenters and other voters
- 8 Avoid personal attacks and inappropriate language
- 9 Understand that occasional problems are to be expected when presenting information to or managing the movement of large numbers of voters, and be patient and courteous with officials and other voters when they occur
- 10 Be aware that since any rule of the Moderator or decision of the Meeting can be reversed or changed at any time by a majority vote of the Meeting, there is no rule that can be adopted that can prevent reconsideration of an Article Restricting reconsideration can only postpone the second vote to a reconvened meeting held at least seven (7) days from the date of the original vote.
- 11 Remember that if the Moderator cancels a Meeting due to inclement weather, the decision will be communicated via the same radio and TV stations that the School District uses to announce school cancellations
- 12 Help the Meeting to promptly complete the business on the warrant

Every Voter has a right to:

13. Speak on every Article by approaching a microphone or by requesting a hand-held microphone, unless debate has been limited by a successful Motion to Call the Question
14. Request the Meeting to overrule the Moderator or to change the Rules of Procedure, as follows
 - a. Seek to be recognized by saying "Mr./Ms. Moderator, I have a Point of Order", and
 - b. Once recognized by the Moderator, proceed to state your request or make your Motion.
15. Request that any Article be acted upon by secret ballot, as follows:
 - a. A minimum of five voters who are present at the Meeting must make the request;
 - b. The request must be made during or at the end of the debate on the Article, and
 - c. The request must be made by a voter who has the floor.
16. Request this Meeting to restrict the reconsideration of an Article at the Meeting until a future Meeting, as follows:
 - a. At any time after the Article has been voted upon, seek to be recognized at a microphone by the Moderator.
 - b. Once recognized by the Moderator, say "Mr./Ms. Moderator, I move that the Meeting restrict consideration of Article ____, in accordance with NH RSA 40:10."
 - c. NOTE: Voters need not vote to restrict reconsideration of any ballot vote on a bond issue over \$100,000 because State law requires the reconsideration vote may not be held until an adjourned Meeting that is no earlier than seven (7) days from the date of the Meeting.

WARRANT
2004 MEETING OF THE TOWN OF BOW
THE STATE OF NEW HAMPSHIRE

To the Inhabitants of the Town of Bow in the County of Merrimack, in said State, qualified to vote in Town affairs

You are hereby notified to meet at the Bow Community Building in said Bow on Tuesday, the 9th day of March, 2004, at 7 o'clock in the forenoon to act upon the subjects hereinafter set forth. The voting on Articles 1 through 9 will be by official ballot and the polls shall be open for balloting at 7 o'clock in the forenoon and shall not close before 7 o'clock in the evening.

You are hereby notified, in accordance with the provisions of RSA 39 1-a, adopted at the 1980 Annual Meeting of the Town of Bow, to meet at the Bow High School in said Bow on Wednesday, the 10th day of March, 2004, at 7 o'clock in the evening to consider the remaining Articles on the Warrant.

- 1 To choose by non-partisan ballot the following town officers
Two Selectmen for Three Years
One Treasurer for One Year
One Moderator for Two Years
One Trustee of Trust Funds for Three Years
One Supervisor of Checklist for Six Years
Two Budget Committee Members for Three Years
One Library Trustee for Five Years

- 2 Are you in favor of updating and re-enacting the Town of Bow Growth Management Ordinance (GMO) to extend the ordinance for an additional year as proposed by the Planning Board? The amendment (ZONING QUESTION NUMBER ONE) has been on file at the Municipal Building since Tuesday, February 3, 2004

(Recommended by the Planning Board by a vote of 6-0)

- 3 Are you in favor of amending the Town of Bow Growth Management Ordinance (GMO) to raise from five (5) to 20 the limit on the number of units which can be constructed in one year within a multi-family housing development and to limit the total number of permits for multi-family housing units to 50% of the total housing permits available in one year as proposed by the Planning Board? The amendment (ZONING QUESTION NUMBER TWO) has been on file at the Municipal Building since Tuesday, February 3, 2004

(Recommended by the Planning Board by a vote of 6-0)

- 4 Are you in favor of amending Article 14 07 A Complaints to clarify that complaints of zoning violations must be submitted in writing as proposed by the Planning Board? The amendment (ZONING QUESTION NUMBER THREE) has been on file at the Municipal Building since Tuesday, February 3, 2004

(Recommended by the Planning Board by a vote of 6-0)

5. Are you in favor of amending Article 7, Appendix A Recommended Plants for Semi-Opaque Screens to remove the appendix and place it in the Site Plan Review Regulations as proposed by the Planning Board? The amendment (ZONING QUESTION NUMBER FOUR) has been on file at the Municipal Building since Tuesday, February 3, 2004.

(Recommended by the Planning Board by a vote of 6-0)

6. Are you in favor of amending Articles 5.11 and 7.04 to permit Accessory Apartments in the Rural (RU) District as proposed by the Planning Board? The amendment (ZONING QUESTION NUMBER FIVE) has been on file at the Municipal Building since Tuesday, February 3, 2004.

(Recommended by the Planning Board by a vote of 6-0)

7. Are you in favor of amending Article 7.15 Minor Pre-development Excavations to increase the amount of earth materials that could be removed from a development site from 2000 cubic yards to 10,000 cubic yards in the Limited Industrial (I-1), General Industrial (I-2), Commercial (C), and Business Development (BD) Districts as proposed by the Planning Board? The amendment (ZONING QUESTION NUMBER SIX) has been on file at the Municipal Building since Tuesday, February 3, 2004

(Recommended by the Planning Board by a vote of 6-0)

8. Are you in favor of amending Article 16.01 Waivers and Exemptions from the School Impact Fees to exempt from school impact fees developments which are restricted to occupancy by persons of limited income who are at least 62 years of age and to allow partial or full waivers of the school impact fee for developments of subsidized, affordable housing as proposed by the Planning Board? The amendment (ZONING QUESTION NUMBER SEVEN) has been on file at the Municipal Building since Tuesday, February 3, 2004

(Recommended by the Planning Board by a vote of 6-0)

9. Shall we adopt the provisions of RSA 40:13 (known as SB 2) to allow Official Ballot voting on all issues before the Town of Bow on the second Tuesday of March? (Petitioned Article) (3/5 Majority Vote Required) (By Official Ballot)

10. To see if the Town will vote to raise and appropriate the sum of Six Million, One Hundred Eighty-Nine Thousand, Two Hundred Twenty-Two Dollars (\$6,189,222.00), which represents the maintenance and operation budget. A portion of the above sum amounting to Three Hundred Thousand Dollars (\$300,000.00) is to be appropriated from the Retained General Fund Balance. Said sum does not include the special or individual articles addressed. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 5-2)

11. To see if the Town will vote to appropriate the sum of Seven Hundred Thousand Dollars (\$700,000.00) from the Retained General Fund Balance for deposit to the Fiscal Year Conversion Capital Reserve Fund which was established to defray the additional cost of an

eighteen (18) month municipal budget to change the budget year from January 1 – December 31 to July 1 – June 30 in the year 2006 and thereafter This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 7-0)

12. To see if the Town will vote to raise and appropriate the sum of Two Hundred Twenty-Five Thousand Dollars (\$225,000.00) to be added to the Highway Construction Capital Reserve Fund for the purposes shown in the Paving Plan published in the 2003 Town Report. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 5-2)

13. To see if the Town will vote to raise and appropriate the sum of One Hundred Eighty-One Thousand Dollars (\$181,000.00) to be deposited to the Public Works Department Equipment Replacement Capital Reserve Fund previously established for the purposes described in the Vehicle and Equipment Replacement Plan published in the 2003 Town Report. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Not Recommended by the Budget Committee 3-4)

14 To see if the Town will vote to appropriate the sum of Five Hundred Eighty-Seven Thousand Dollars (\$587,000.00) for the purpose of reconstructing the intersection of Bow Center Road and Bow Bog Road The sum of One Hundred Sixty-Nine Thousand Three Hundred Dollars (\$169,300.00) shall be appropriated by this warrant article from the Retained General Fund Balance. The remaining cost of Four Hundred Eighteen Thousand Dollars (\$418,000.00) will be paid by the Town but will be offset by a payment of that amount to the Town by the State of New Hampshire as a 2-1 matching grant This warrant article will therefore have no impact on the property tax rate. This will be a non-lapsing warrant article until the year 2009 under the provisions of NH RSA 32:7. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 6-1)

15. To see if the Town will vote to raise and appropriate the sum of One Hundred Sixty-Three Thousand Dollars (\$163,000.00) to be added to the Fire Department Equipment Replacement Capital Reserve Funds previously established for the purpose as follows:

1 SCBA Air Compressor CRF	\$ 1,300
2. Rescue Equipment CRF	\$ 3,900
3 Pumper Replacement 2009 CRF	\$ 21,000
4 Monitor/Defibrillator Replacement CRF	\$ 4,000
5. Replacement of Fire Trucks CRF	<u>\$132,800</u>
as shown in the Fire Dept. Vehicle & Equipment Replacement Plan	TOTAL <u>\$163,000</u>

(Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 7-0)

16 To see if the Town will vote to raise and appropriate the sum of One Hundred Ten Thousand Dollars (\$110,000.00) to be added to the Road Construction 1-2 Zone and Business Development District Capital Reserve Fund previously established for the purpose of road construction/reconstruction in the Business Development District and 1-2 Zones as described in the Paving Plan published in the 2003 Town Report.
(Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 7-0)

17 To see if the Town will vote to appropriate the sum of Forty-Two Thousand Five Hundred Dollars (\$42,500.00) from the Fire Department Fire Truck Replacement Capital Reserve Fund for the purchase of a four wheel drive forestry/quick response vehicle as described in the Vehicle and Equipment Replacement Plan published in the 2003 Town Report. This truck will replace the 1977 Dodge one ton 4x4 truck currently in service, which will be traded in or sold at auction. This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 6-1)

18 To see if the Town will vote to appropriate the sum of Ninety-Five Thousand Dollars (\$95,000.00) from the Public Works Department Equipment Replacement Capital Reserve Fund for the replacement of an existing Plow/Sand Truck for the Highway Department as described in the Vehicle and Equipment Replacement Plan published in the 2003 Town Report. This warrant article will have no tax rate impact. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 6-1)

19 To see if the Town will vote to appropriate the sum of Ninety-Five Thousand Dollars (\$95,000.00) from the Retained General Fund Balance for the purchase of an additional Plow/Sand Truck for the Highway Department as described in the Vehicle and Equipment Replacement Plan published in the 2003 Town Report. This truck will permit the Public Works Department to add an additional route to the snowplowing routes and to have an additional truck available for summer construction projects. This warrant article will have no tax rate impact
(Majority Vote Required)

(Recommended by the Board of Selectmen)
(Not Recommended by the Budget Committee 3-4)

20 To see if the Town will vote to appropriate the sum of Ninety Thousand Dollars (\$90,000.00) from the Public Works Department Equipment Replacement Capital Reserve Fund for the purchase of a backhoe as described in the Vehicle and Equipment Replacement Plan published in the 2003 Town Report. This backhoe will replace the 1994 John Deere 510D

backhoe currently in service, which will be traded in toward the purchase price. This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Not Recommended by the Budget Committee 1-6)

21 To see if the Town will vote to raise and appropriate the sum of Fifty Thousand Dollars (\$50,000.00) to be added to the Capital Reserve Fund previously established for the purpose of Town Revaluation. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 5-2)

22 To see if the Town will vote to appropriate from the Retained General Fund Balance the sum of Twenty-Five Thousand Dollars (\$25,000.00) to the Private Water Well Pollution Mitigation Expendable Trust Fund. The fund exists to provide repairs and/or mitigation of pollutants in privately owned drinking water wells throughout the Town when the cause of the pollutants has been determined to be the result of Town operations. This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 7-0)

23 To see if the Town will vote to raise and appropriate the sum of Twenty Thousand Dollars (\$20,000.00) to be added to the State Aid Reconstruction Program Special Revenue Fund for the purpose of repairing Class II highways within the Town of Bow. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 7-0)

24 To see if the Town will vote to raise and appropriate the sum of Ten Thousand Dollars (\$10,000.00) to be added to the Capital Reserve Fund previously established for the purpose of Parks and Recreation Field Parking and Road Repair, as shown in the Paving Plan published in the 2003 Town Report. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 7-0)

25 To see if the Town will vote to raise and appropriate the sum of Six Thousand Dollars (\$6,000.00) to be added to the Police Equipment Capital Reserve Fund for the future replacement of the Police Department 4WD cruiser as shown in the Vehicle and Equipment Replacement Plan published in the 2003 Town Report. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 5-2)

26 To see if the Town will vote to raise and appropriate the sum of Five Thousand Five Hundred Dollars (\$5,500.00) to be added to the Parks and Recreation Equipment Replacement

Capital Reserve Fund as shown in the Vehicle and Equipment Replacement Plan published in the 2003 Town Report. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 5-2)

27. To see if the Town will vote to raise and appropriate the sum of Four Thousand Four Hundred Dollars (\$4,400.00) to be added to the Capital Reserve Fund previously established for the purpose of a Computer System Upgrade for the Baker Free Library. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 7-0)

28. Shall the Town modify the current optional veterans' tax credit of \$100.00 by adoption of the provisions of RSA 72:28, II for an optional veterans' tax credit? The optional veterans' tax credit shall be Three Hundred Dollars (\$300.00). (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 6-0-1)

29. Shall the Town modify an Exemption for the Disabled under the provisions of RSA 72:37-b as follows: the exemption from assessed value for qualified taxpayers shall be One Hundred Ten Thousand Dollars (\$110,000.00). To qualify, the person must be eligible under Title II or Title XVI of the federal Social Security Act, must occupy the property as his/her principal place of abode, must own the property individually or jointly, or if owned by a spouse, they must have been married for at least 5 years, have had in the calendar year preceding April 1 a net income from all sources, of not more than \$33,800.00 if single and \$43,900.00 if married, and own net assets not in excess of \$200,000.00 excluding the value of the person's actual residence and land up to 2 acres. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 7-0)

30. To see if the Town will vote to establish as a Town Forest under the provisions of RSA 31:110, the following tract of land acquired by the Town in 2003 under Article 18 of the 2003 Town Warrant: Block 2, Parcel 138, consisting of approximately 19 acres; and to authorize the Town Conservation Commission to manage such Town Forest and to develop and carry out a forest management program for the same and other multiple use programs consistent therewith. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Bow Conservation Commission)

31. To see if the Town will vote to convey a permanent conservation easement on the following tract of land acquired by the Town in 2003 under Article 18 of the 2003 Town Warrant, to Bow Open Spaces comprised of Directors who are registered voters of the Town of Bow: Block 2, Parcel 138, consisting of approximately 19 acres. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Bow Conservation Commission)

32. To see if the Town will raise and appropriate the sum of One Hundred Fifty Thousand Dollars (\$150,000.00) for the purpose of designing and constructing a sidewalk from the Bow Middle School down the east side of Bow Center Road to the end of the sidewalk now existing at the Bow Community Center, a distance of 1,850 feet, more or less (By Petition) (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Not Recommended by the Budget Committee 1-6)

33. Shall we adopt the provisions of RSA 72:35 I-a, for an optional veterans tax credit of \$2,000 for service-connected total disability on residential property and replace the standard tax credit in its entirety? (By Petition) (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee 7-0)

34. Shall we adopt the provisions of RSA 72:29-a, II, for an optional tax credit of \$2,000 on the real and personal property of the surviving spouse of any person who **was killed or died while on active duty in the armed forces** of the United States or any of the armed forces of any of the governments associated with the United States in the wars, conflicts or armed conflicts, or combat zones set forth in RSA 72:28? (By Petition) (Majority Vote Required)

35. Shall we adopt the provisions of RSA 72:28, II & IV, for an optional veterans tax credit of \$500 on residential property and replace the standard tax credit in its entirety? (By Petition) (Majority Vote Required)

36. To see if the Town will vote to authorize the Town of Bow to enter into a long term lease agreement with Village Shore Estates Association, or other appropriate entity, including successors and assigns for use of a portion of Lot 56, Block 4 as a water supply for the Village Shore Estates neighborhood (By Petition) (Majority Vote Required)

37. Shall the Town of Bow adopt a rule to establish a method for Selectman openings which offers the interim position of selectman to the runner-up of the most recent Town Election as long as that candidate received 45% or more of the vote cast? (By Petition) (Majority Vote Required)

38. To hear reports of standing committees and take any action relating thereto

39. To transact any other business which may legally come before such meeting.

Given our hands and seal the 6th day of February, in the year of our Lord, 2004.

LEON KENISON, CHAIR
HAROLD JUDD, VICE CHAIR
ISABEL SINCLAIR
ERIC ANDERSON
ETHAN HOWARD, JR.

BOARD OF SELECTMEN

A true copy of the warrant, attest

LEON KENISON, CHAIR
HAROLD JUDD, VICE CHAIR
ISABEL SINCLAIR
ERIC ANDERSON
ETHAN HOWARD, JR.

BOARD OF SELECTMEN

CAPITAL RESERVE FUNDS AND TRUST FUNDS

YEAR TO EXPEND	NAME OF FUND	FUND TYPE	YEAR CREATED	CURRENT GOAL	CURRENT BALANCE	2004 DEPOSIT	TOTAL FUTURE PAYMENTS
	TOWN						
Continuous	Private Water Well Pollution Mitigation	Exp. Trust Fund	2003	\$75,000	\$50,000	\$25,000	\$0
TBD	Cemetery Development Fund	Capital Reserve	2003	\$63,953	\$63,953	\$0	\$0
2007	Town Revaluation	Capital Reserve	2002	\$250,000	\$92,000	\$50,000	\$108,000
2006	Fiscal Year Conversion	Capital Reserve	2003	\$2,200,000	\$700,000	\$700,000	\$800,000
TBD	Business Development Land Purchases	Capital Reserve	Proposed	Unknown	\$0	\$0	Unknown
	CONSERVATION COMMISSION						
TBD	Conservation Land Purchase Fund	Capital Reserve	Proposed	Unknown	\$0	\$100,000	Unknown
	POLICE DEPARTMENT						
2008	Police Equipment	Capital Reserve	1971	\$32,000	\$2,200	\$6,000	\$0
2004	Police Dispatch Equipment	Capital Reserve	1996	\$100,443	\$98,200	\$0	\$2,243
	FIRE DEPARTMENT						
2004	Replace Rescue Vehicle	Capital Reserve	1989	\$100,000	\$82,956	\$17,000	\$44
2005	Replace Air Compressor	Capital Reserve	1996	\$12,000	\$9,446	\$1,300	\$1,254
2008	Replace Rescue Equipment	Capital Reserve	1999	\$30,000	\$10,618	\$3,900	\$15,482
2009	Replace 1989 Pumper	Capital Reserve	Unk	\$250,000	\$127,416	\$21,000	\$101,584
See Veh. Plan	Replacement of Fire Trucks	Capital Reserve	1996	\$992,500	\$398,122	\$105,300	\$489,078
2004	New Fire Station Design	Capital Reserve	Unk	\$60,000	\$34,640	\$0	\$25,360
	LIBRARY						
2007	Computer System Upgrade	Capital Reserve	Unk	\$22,000	\$4,400	\$4,400	\$13,200
	PUBLIC WORKS DEPARTMENT						
See Veh. Plan	Highway Equipment Replacement	Capital Reserve	Unk	\$1,577,000	\$618,808	\$181,000	\$777,192
See Pav Plan	Highway Construction	Capital Reserve	Unk	\$2,000,000	\$108,565	\$225,000	\$1,666,435
See Pav Plan	Road Constr. I-2 Zone & BDD	Capital Reserve	2002	\$1,703,000	\$573,437	\$110,000	\$1,019,563
						\$0	
	PARKS AND RECREATION						
See Veh. Plan	Parks & Rec Equipment Replacement	Capital Reserve	Unk	\$68,000	\$34,957	\$5,500	\$27,543
See Pav Plan	Parks & Rec Field Parking & Road Repr.	Capital Reserve	2002	\$20,000	\$13,335	\$10,000	(\$3,335)

2004 PAVING AND RECONSTRUCTION PLAN

YEAR TO PAVE	PROJECT	ESTIMATED PROJECT COST	FUNDS ACCRUED	2004 PAYMENT TO CRF	TOTAL FUTURE PAYMENTS	REMARKS
	HIGHWAY CONSTRUCTION CRF					
2007	Knox/White Rock Hill/Logging Hill Inters.	Undetermined	\$1,270	\$0	Undetermined	Impact Fee Revenue
2009	White Rock Hill Rd Reconstruction	\$500,000	\$75,000	\$75,000	\$350,000	Impact Fee Revenue
2010	Johnson Rd/3A Intersection	Undetermined	\$11,500	\$0	Undetermined	Impact Fee Revenue
2013	Pape Road Reconstruction	\$1,500,000	\$0	\$150,000	\$1,350,000	New
Undetermined	Grandview Road	Undetermined	\$33,565	\$0	Undetermined	New
Undetermined	S. Bow/S. Bow Durbarton Rds Intersection	Undetermined	\$0	\$0	Undetermined	W/A 2003-39
	Undesignated Fund Balance		\$17,639			
	SUBTOTAL	\$2,000,000	\$138,974	\$225,000	\$1,636,026	
	ROAD CONSTR. I-2 ZONE/BDD CRF					
2010	BDD/I-2 Zone Road Improvements	\$1,200,000	\$565,086	\$100,000	\$534,914	
2010	Dunklee Rd/3-A Intersection	\$503,000	\$8,351	\$10,000	\$484,649	
	SUBTOTAL	\$1,703,000	\$573,437	\$110,000	\$1,019,563	
	PARKS & REC PARKING/IRD. REPAIR CRF					
2012	Rec Fields Road/Parking Lot Repairs	\$20,000	\$4,135	\$10,000	\$5,865	
	Undesignated Fund Balance		\$9,200			W/A 2003-38
	SUBTOTAL	\$20,000	\$13,335	\$10,000	(\$3,335)	
	TOTAL PAVING PLAN	\$3,723,000	\$725,746	\$345,000	\$2,652,254	

BUDGET OF THE TOWN/CITY

TOWN OF BOW

BUDGET FORM FOR TOWNS WHICH HAVE ADOPTED
THE PROVISIONS OF RSA 32:14 THROUGH 32:24

Appropriations and Estimates of Revenue for the Ensuing Year January 1, 2004 to December 31, 2004

or Fiscal Year From _____ to _____

IMPORTANT:

Please read RSA 32:5 applicable to all municipalities.

1. Use this form to list the entire budget in the appropriate recommended and not recommended area. This means the operating budget and all special and individual warrant articles must be posted.

2. Hold at least one public hearing on this budget.

3. When completed, a copy of the budget must be posted with the warrant. Another copy must be placed on file with the town clerk, and a copy sent to the Department of Revenue Administration at the address below.

This is to certify that this budget was posted with the warrant on the (date) _____.

BUDGET COMMITTEE

Please sign in ink.

David H. Stevenson, Ch.

William J. v. Ch.

Mr. R. Banters

Robert C. Givens

Robert C. Givens

Robert C. Givens

David H. Stevenson

Randy W. Bloomfield

THIS BUDGET SHALL BE POSTED WITH THE TOWN WARRANT

FOR DRA USE ONLY

NH DEPARTMENT OF REVENUE ADMINISTRATION
COMMUNITY SERVICES DIVISION
MUNICIPAL FINANCE BUREAU
P.O. BOX 487, CONCORD, NH 03302-0487
(603)271-3397

1 2 3 4 5 6 7 8 9

PURPOSE OF APPROPRIATIONS (RSA 32:3.V)			Appropriations		SELECTMEN'S APPROPRIATIONS		BUDGET COMMITTEE'S APPROPRIATIONS	
ACCT. #	Warr. Art. #	Prior Year As Approved by DRA	Actual Expenditures Prior Year	(RECOMMENDED)	Ensuing Fiscal Year (NOT RECOMMENDED)	Ensuing Fiscal Year (NOT RECOMMENDED)	RECOMMENDED	NOT RECOMMENDED
GENERAL GOVERNMENT								
4130-4139		283679	216478	279062		279062		
4140-4149		163381	133503	180270		178180		90
4150-4151		192178	174679	234366		234366		
4152								
4153								
4155-4159								
4191-4193		232361	168655	237939		237939		
4194		132577	112986	127310		127310		
4195		68379	55592	86578		86578		
4196		65000	55134	65000		65000		
4197		9400	894	11400		11400		
4199		2850	2755	2850		2850		
PUBLIC SAFETY								
4210-4214		1158074	1091029	1146193		1143792		2400
4215-4219								
4220-4229		471761	415565	484641		484641		
4240-4249		82376	79819	131089	2223	133312		
4290-4298		823	2066	2025		2025		
4299								
AIRPORT/AVIATION CENTER								
4301-4309								
AIRport Operations								
HIGHWAYS & STREETS								
4311		681548	635508	747381		747381		
4312		722445	639103	747450		747450		
4313								

1 2 3 4 5 6 7 8 9

ACCT. #	PURPOSE OF APPROPRIATIONS (RSA 32:3.V)		Warr. Art.#	Appropriations Prior Year As Approved by DRA		Actual Expenditures Prior Year	SELECTMEN'S APPROPRIATIONS Ensuing Fiscal Year (RECOMMENDED)		BUDGET COMMITTEES APPROPRIATIONS Ensuing Fiscal Year NOT RECOMMENDED	
	HIGHWAYS & STREETS cont.			XXXXXXXXXX	XXXXXXXXXX		XXXXXXXXXX	XXXXXXXXXX		
4316	Street Lighting				42000		40305		42000	
4319	Other									
SANITATION										
4321	Administration									
4323	Solid Waste Collection									
4324	Solid Waste Disposal				523459		481351		535253	536753
4325	Solid Waste Clean-up									
4326-4329	Sewage Coll. & Disposal & Other									
WATER DISTRIBUTION & TREATMENT										
4331	Administration									
4332	Water Services									
4335-4339	Water Treatment, Conserv. & Other				102650		86711		93413	81613
ELECTRIC										
4351-4352	Admin. and Generation									
4353	Purchase Costs									
4354	Electric Equipment Maintenance									
4359	Other Electric Costs									
HEALTH/WELFARE										
4411	Administration									
4414	Pest Control									
4415-4419	Health Agencies & Hosp. & Other				8300		8300		8400	8400
4441-4442	Administration & Direct Assist.				19520		4380		14870	14870
4444	Intergovernmental Welfare Pymnts									
4445-4449	Vendor Payments & Other									

1	2	3	4	5	6	7	8	9
PURPOSE OF APPROPRIATIONS (RSA 32:3.V)		Warr. Art.#	Appropriations Prior Year As Approved by DRA	Actual Expenditures Prior Year	SELECTMEN'S APPROPRIATIONS Ensuing Fiscal Year (RECOMMENDED) (NOT RECOMMENDED)		BUDGET COMMITTEES APPROPRIATIONS Ensuing Fiscal Year RECOMMENDED NOT RECOMMENDED	
ACCT. #			XXXXXXX	XXXXXXX	XXXXXXX	XXXXXXX	XXXXXXX	XXXXXXX
CULTURE & RECREATION								
4520-4529	Parks & Recreation		410871	420130	433189	5432	444661	
4550-4559	Library		277004	272407	285405		285405	
4583	Patriotic Purposes							
4589	Other Culture & Recreation							
CONSERVATION								
4611-4612	Admin. & Purch. of Nat. Resources		9022	2450	9061		9061	
4619	Other Conservation							
4631-4632	REDEVELOPMNT & HOUSING							
4651-4659	ECONOMIC DEVELOPMENT							
DEBT SERVICE								
4711	Princ.-Long Term Bonds & Notes		301100	300888	220000		220000	
4721	Interest-Long Term Bonds & Notes				70613		70613	
4723	Int. on Tax Anticipation Notes							
4790-4799	Other Debt Service		600		600		600	
CAPITAL OUTLAY								
4901	Land		35850	35850				
4902	Machinery, Vehicles & Equipment		149800	129148	322500		137500	185000
4903	Buildings							
4909	Improvements Other Than Bldgs.		307500	272013	319300		169300	150000
OPERATING TRANSFERS OUT								
4912	To Special Revenue Fund							
4913	To Capital Projects Fund							
4914	To Enterprise Fund							
	Sewer-							
	Water-							

1	2	3	4	5	6
ACCT.#	SOURCE OF REVENUE	Warr. Art.#	Estimated Revenues Prior Year	Actual Revenues Prior Year	Estimated Revenues Ensuing Year
TAXES			XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
3120	Land Use Change Taxes		35000	42130	39000
3180	Resident Taxes				
3185	Timber Taxes		12000	9044	8000
3186	Payment in Lieu of Taxes				
3189	Other Taxes				
3190	Interest & Penalties on Delinquent Taxes		20875	54829	24100
	Inventory Penalties				
3187	Excavation Tax (\$.02 cents per cu yd)		11000	12311	11000
LICENSES, PERMITS & FEES			XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
3210	Business Licenses & Permits		2900	2809	2800
3220	Motor Vehicle Permit Fees		1103000	1442654	1103000
3230	Building Permits		101200	117361	93050
3290	Other Licenses, Permits & Fees		8650	9031	8650
3311-3319	FROM FEDERAL GOVERNMENT		45400	39435	39900
FROM STATE			XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
3351	Shared Revenues		120000	101328	120000
3352	Meals & Rooms Tax Distribution		125000	217067	125000
3353	Highway Block Grant		100000	140516	100000
3354	Water Pollution Grant		14000	15233	14000
3355	Housing & Community Development				
3356	State & Federal Forest Land Reimbursement		100	110	100
3357	Flood Control Reimbursement				
3359	Other (Including Railroad Tax)		13500	18262	13500
3379	FROM OTHER GOVERNMENTS				418000
CHARGES FOR SERVICES			XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
3401-3406	Income from Departments		247350	280346	263400
3409	Other Charges		143188	179947	16000
MISCELLANEOUS REVENUES			XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
3501	Sale of Municipal Property		2000	2702	2000
3502	Interest on Investments		80000	46646	40000
3503-3509	Other		77050	108169	94900
INTERFUND OPERATING TRANSFERS IN			XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
3912	From Special Revenue Funds				
3913	From Capital Projects Funds				

1	2	3	4	5	6
ACCT.#	SOURCE OF REVENUE	Warr. Art.#	Estimated Revenues Prior Year	Actual Revenues Prior Year	Estimated Revenues Ensuing Year
INTERFUND OPERATING TRANSFERS IN cont.			XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
3914	From Enterprise Funds				
	Sewer - (Offset)		200000	86711	81613
	Water - (Offset)				
	Electric - (Offset)				
	Airport - (Offset)				
3915	From Capital Reserve Funds		154300	100449	100000
3916	From Trust & Agency Funds				
OTHER FINANCING SOURCES			XXXXXXXXXX	XXXXXXXXXX	XXXXXXXXXX
3934	Proc. from Long Term Bonds & Notes				
	Amounts VOTED From F/B ("Surplus")		1034850	1034850	989300
	Fund Balance ("Surplus") to Reduce Taxes				300000
TOTAL ESTIMATED REVENUE & CREDITS			3639763	4061940	4007313

****BUDGET SUMMARY****

	PRIOR YEAR	SELECTMEN'S RECOMMENDED BUDGET	BUDGET COMMITTEE'S RECOMMENDED BUDGET
SUBTOTAL 1 Appropriations Recommended (from pg. 5)		8338058	7814922
SUBTOTAL 2 Special Warrant Articles Recommended (from pg. 6)		1819200	1488200
SUBTOTAL 3 "Individual" Warrant Articles Recommended (from pg. 6)		322500	2137500
TOTAL Appropriations Recommended		10479758	9440622
Less: Amount of Estimated Revenues & Credits (from above)		4007313	4007313
Estimated Amount of Taxes to be Raised		6472445	5433309

Maximum Allowable Increase to Budget Committee's Recommended Budget per RSA 32:18: 5976640
(See Supplemental Schedule With 10% Calculation)

REPORT OF THE BOARD OF SELECTMEN

Through 2003, the Town of Bow continued to be an active and vibrant community molding itself today in the shape of yesterday's dreams.

The Board of Selectmen began the year preparing a new budget and warrant articles for Town Meeting consideration. The Board adopted administrative rules and regulations and a code of ethics for all Town officials and employees. The Board also conducted an evaluation of the Town Manager, Jim Pitts, who concluded his first full year with us. The Board accorded Jim high marks in general. During the year, Jim was elected first vice president of the NH Municipal Managers Association.

By prior Town Meeting action, the Board was expanded to five members with Isabel Sinclair winning reelection and Eric Anderson and Ethan Howard becoming new members. We feel that the Board expansion has been effective, as quorums for meetings are more easily achieved, the workload is distributed to a greater number of participants, and the collective wisdom has fostered more widely deliberated decisions.

Much of the Town's governance is accomplished by members of the many volunteer boards, committees, and commissions. Without these volunteers who give so much of their personal time to Bow, we would require many more paid staff members to meet the needs of the town. The volunteer service is outstanding, in both quantity and quality!

Some examples of this outstanding service include the members of the Planning Board, which consistently had full agendas as they considered a continuing slate of requests for subdivision, site development, zoning regulation updating, and Capital Improvement Program planning, all the while managing a complete review and update of the Town's Master Plan. The Conservation Commission continued to monitor Bow's Town Forests and conservation properties while identifying and promoting future needs and opportunities. The Bow Recycling Committee continued a very effective monitoring of the weekly curbside collection of solid waste and recyclables, while many municipalities remained in the planning stages for initiating such a program. The Bow Business Development Commission actively oversaw the development of water and sewer system designs to serve the industrial and commercial zones easterly of I-93. Working with the Capital Regional Development Corporation, the Commission began contacting existing businesses and land owners to determine their needs and interests, with the intent to retain existing businesses and attract new ones. This effort is consistent with past Town Meeting approvals to expand the tax base while creating economic diversity to balance the effects of economic cycles. The Historical Commission continued activities to preserve the records and artifacts at its disposal while promoting greater public awareness of other historical treasures, such as the Old Meeting House, Old Town Hall, Old School House, Town Pound, the many cemeteries, Merrimack River Canal, etc.

This is but a small sample of the many volunteer activities which are more thoroughly described in following sections of this Report. Please take the time to read more about those who work for us as a labor of love!

Town staff continued to work for the betterment of the Town's residents with a sense of dedication and professionalism that is demonstrated every day but unfortunately too often taken for granted. Police Chief Rod Forey, a member of the Coast Guard Reserve, was mobilized from February through July to serve on active duty, and Sergeant Margaret Lougee stepped forward to lead the department during the chief's absence without detectable change in the department's services. DPW staff participated in continuing education opportunities, with Tim Sweeney attaining the Master Roads Scholar designation.

Continuous high levels of achievement and a low rate of personnel turnover demonstrates the value and morale of an outstanding staff!

Our neighbors just easterly of the Municipal Office Building donated an easement that allowed expansion of the driveway and construction of additional parking, which has increased the safety and convenience for all users of our Town Offices. Thank you to the MORROWS!!

During the year several meetings were conducted with N.H. Department of Transportation officials to review the following:

1. Improvements to NH Route 3-A; planning is underway and reconstruction is currently scheduled by the state's ten year plan to begin during 2008.
2. Hall Street railroad crossing reconstruction, scheduled for 2004 completion.
3. Bow Bog Road and Bow Center Road intersection improvement; the public hearing was conducted July 15, construction is tentatively scheduled to commence during 2004.
4. I-93 corridor study; planning is underway and Bow is represented on both the citizens advisory and technical advisory committees.
5. With Executive Councilor Peter Spaulding supporting our concerns for the safety hazard posed by the geometry of I-89's Exit 1, the NH Commissioner of Transportation has committed to a design and operations review for identification and implementation of corrective measures.

A proposed roundabout at the intersection of Logging Hill, Knox and White Rock Hill Roads has been reviewed by Town Officials as a possible solution to the periodic congestion. Discussion with NHDOT officials and others are planned for 2004.

During the spring, the Board endorsed the request of the Bow Men's Club to place yellow ribbons on several Town properties to commemorate the service of the men and women of our military who serve to protect and defend, especially during the conflict in Iraq.

On several occasions senior Boy Scouts in pursuit of the Eagle Scout rank gained the Board's approval to conduct service projects improving Town properties as follows:

1. Kevin Buckley- replace the temporary portable sign at the Community Building with a permanent brick structure.
2. Jeff Pavaglio- installed a Smokey Bear/Fire Danger sign at the Fire Station.
3. Mike Wolverton- constructed perennial flower beds flanking the historic sign at the corner of Bow Center and Londonderry Turnpike East Roads.

Thank You KEVIN, JEFF and MIKE!

During the summer, the Keyspan Company installed a natural gas distribution line along NH 3-A, Dunklee and River Roads. Adjacent property owners now have another energy choice.

The Highway Safety Committee presented a paving program proposal and the Board chose to remove the Page Road paving, instead recommending a capital project of complete reconstruction of the pavement and underlying base. The remaining paving program priorities were approved and completed.

Following a public hearing during the summer, the Board adopted the provisions of RSA 79-D, which is a program to preserve historic agricultural buildings. The Board may extend a property exemption ranging between 25% and 75% of assessed value in exchange for a 10 year preservation easement granted by the land owner. Structures at 94 White Rock Hill Road and 88 Woodhill Road are now enrolled in the program.

During the fall the Board perambulated the boundaries common to Dunbarton and Hopkinton with officials from those Towns. Last year the Board cooperated with Hooksett in this manner and plans to complete the activity with Concord during the next year, thereby fulfilling the statutory requirement that the Town's boundaries be "walked" no less than every seven years.

Subsequent to a public hearing, the Board approved an increase in building permit and inspection fees. This was necessary to offset the cost of issuing a permit and conducting inspections during the subsequent construction.

DPW crews, with Board backing, improved trail head parking on South Bow Road and Woodhill Hooksett Road for the trail system developed by volunteers on the Town property known as the Tighe parcel. The Board also had meetings with members of the Bow Garden Club to plan a landscape concept to enhance the grounds of the Bow Bog Meeting House.

Former Selectman and retiring Historical Commission Member Neil Ordway was presented a certificate of appreciation for his service to the Town. Neil leaves us for the serenity of Nash Stream and the moderate climate of his Florida plantation.

The Board identified and ranked a series of goals and objectives. Many were accomplished during the year and others scheduled for attainment during future months and years.

Pleasant news for taxpayers was reported during late Fall when the Division of Revenue Administration established a tax rate of \$22.07 per \$1000 representing a reduction of \$1.08 over the 2002 rate of \$23.15.

The Board will be working with the Town Manager and a consulting firm to draft an Administrative Code Book including the many ordinances and policies approved during years past. Much of the survey work has been done with final editing and proofing remaining.

Our long time Director of Parks and Recreation, Chuck Christy, announced his intent to retire at year's end. Chuck has been instrumental in creating a highly used and diverse recreation program that is widely respected. His ability, assisted by an outstanding staff, has offered outside and inside programs to the young and not so young. Best wishes, Chuck, as you seek those relaxing hours and memorable measures of satisfaction!

Finally Town Treasurer Mark Lavalley introduced us to newly appointed Deputy Treasurer Roland Gamelin. Roland was sworn in to succeed the very capable John Sheridan, who passed from us earlier in the year.

Respectfully submitted,

Leon Kenison
Harold Judd
Isabel Sinclair
Eric Anderson
Ethan Howard, Jr.

BOARD OF SELECTMEN

TOWN MANAGER'S REPORT

Throughout 2003, I kept a lot of notes on what was being accomplished so that I could easily write this report at the end of the year. Unfortunately, I made the mistake of reading the rest of the town report before I wrote this, and between the selectmen and the department heads, every topic in my outline has already been covered in their reports. Although it is wonderful that the Board of Selectmen and the department heads are so thoroughly knowledgeable of what's been done, it leaves me in danger of being declared the head of the Department of Redundancy Department.

To avoid that, I'm going to concentrate on a question that I have often been asked in the course of my interaction with the residents of Bow over this past year. That question is, "Just how is the Town's government organized? Who works for who and who does what?" It's understandable that many people are a bit perplexed by that question, because municipal government in New Hampshire is one of the most complex designs on earth. Hopefully, the equally complex organizational chart on the next pages will help answer the question to the best extent possible, at least in Bow.

The taxpayers, voting at Town Meeting, set the course for the year and provide all funding. They also, through the ballot, elect officials to serve in various positions that are charged primarily with fiscal management and accountability, or with management of functions that the public wishes to keep independent of the governing body. All of those elected officials have specific functions and duties prescribed by state law, with the Board of Selectmen serving as the governing body of the Town.

The Board of Selectmen in turn appoints the members of a number of boards, commissions, and committees, which in turn are responsible for designing policy, rules, and regulations for Bow within the scope of their assigned areas of interest. As Bow has adopted the town manager form of government, the Board of Selectmen also hires a town manager.

The town manager is the chief operating officer of the town, charged with actually carrying out and "making happen" the policies and general directions established by the town meeting and the Board of Selectmen. The town manager is also the hiring authority for all of the town's employees who are not elected or directly appointed by the Board of Selectmen. As the town manager is responsible for efficient and responsive daily operations in all of the town's departments, all of the department heads report directly to the town manager. They, in turn, have full daily operational control of their own departments.

Beyond any doubt, Bow is blessed by the citizen participation of those who attend town meeting to make sure their voices are heard by us; by those who further serve Bow as elected or appointed officials, and perhaps most of all by the many, many volunteers who give so much of their personal time to the town in so many different ways. If the paid staff had to do all of the many projects that are so well done by unpaid volunteers in Bow, we would either be much less than what we are as a community, or our tax rate would be much more than what it is! All of us who are in a position to see what these people get done are extremely appreciative of them.

As one who is in a position to see the work ethic and the accomplishments of your town staff, I can assure you that no town has a more dedicated and professional corps of employees. They take a great deal of pride in their work, and every one of them is devoted to making Bow a better place to live. I've honestly never been in a community where the employees put so much peer pressure on each other to excel. Those who don't like that sort of pressure move on quickly. One of our larger problems is overtime. All supervisors are required by federal law to ensure that anyone who works overtime gets proper overtime pay, so we only authorize overtime when it is really essential. However, a lot of our employees keep trying to stay "only a little bit longer" just to "do it once more and make it better" without reporting the overtime to us because they also want to watch the budget. We do have to stop them and send them on their way, but we all certainly admire the attitude.

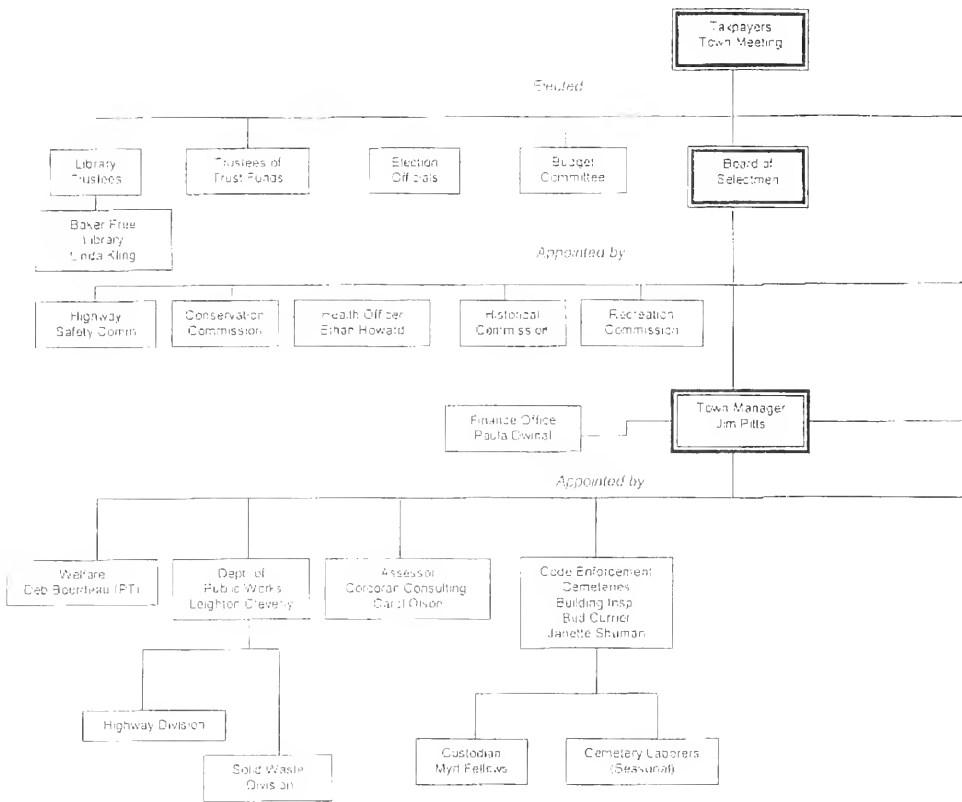
Bow, as a community, really is blessed with a competent and dedicated group of elected, appointed, volunteer, and paid staff. You can all take a lot of pride in the Town of Bow. We who work here certainly do. As always, of course, we will listen when you wish to point out areas where we could have done better. We know those exist as well!

It is a privilege to serve as your town manager and I am very appreciative of the opportunity.

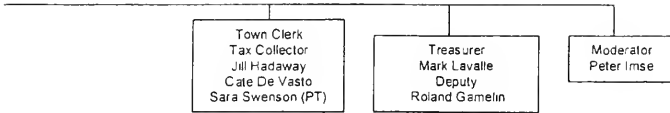
Respectfully submitted,

James C. "Jim" Pitts
Town Manager

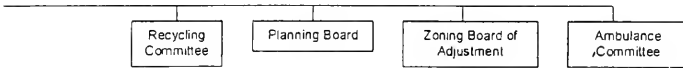
TOWN OF BOW



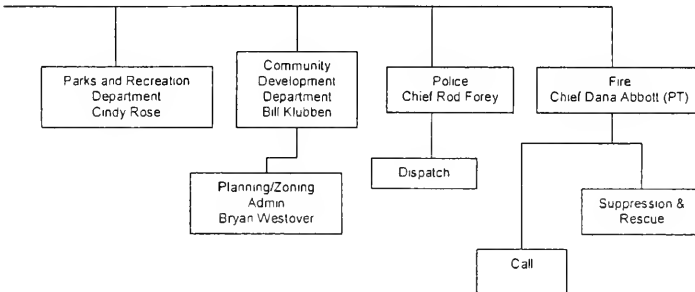
Officials



Board of Selectmen



Town Manager



RECORD OF ANNUAL TOWN MEETING
TOWN OF BOW
March 11-12 2003

At 7:00 A.M. in the Bow Community Center, Peter Imse, Town Moderator opened the March 11, 2003 Town Meeting for the purpose of voting on the following candidates for office and questions:

1	SELECTMAN		1 YEAR TERM
	Allan E. Barrington	399	
	Raymond A. Helgemoe	473	
	Ethan V. Howard, Jr.	552	

2	SELECTMAN		3 YEAR TERM
	Eric Anderson	846	
	Robert R. Bannister	148	
	Isabel Sinclair	1024	
	John D. Wallace	485	
	Richard Welch	615	

1	TOWN CLERK/TAX COLLECTOR	3 YEAR TERM
	Jill Hadaway	1472

1	TREASURER	1 YEAR TERM
	Mark Lavalle	1377

1	LIBRARY TRUSTEE	5 YEAR TERM
	Thomas Ives	145 (write-in votes)
	Robert Manchester	64 (write-in votes)

1	TRUSTEE OF TRUST FUNDS	3 YEAR TERM
	Nancy Rheinhardt	54 (write-in votes)
	Paul Hammond	23 (write-in votes)

2	BUDGET COMMITTEE	3 YEAR TERM
	John R. Burton, III	612
	Gary M. Gordon	474
	Rick Hiland	646
	Susan Stevens	815

SCHOOL:

1	SCHOOL BOARD	3 YEAR TERM
	Stephen Elgert	863
	Van Mosher	834

2. Are you in favor of updating and re-enacting the Town of Bow Growth Management Ordinance (GMO) to extend the ordinance for an additional year? The amendment (ZONING

QUESTION NUMBER ONE) has been on file at the Municipal Building since Tuesday, February 4, 2003.

(Recommended by the Planning Board by a vote of 6-0)

PASSED by a vote of 1472 YES

180 NO

3. Are you in favor of amending Sections: (A) 7.02C3 to require that buffer for Planned Open Space Residential Development (POS-RD) Subdivisions be appropriately marked; (B) 10.01 Wetland Conservation District to allow the Planning Board, rather than the Zoning Board of Adjustment, to hear requests for exceptions; to require that signs be placed on new developments to mark the wetland buffer; to replace 10.01D 1-9 Buffers to Wetlands with a table that displays the buffers; replace 10.01 E,F,&G Uses Prohibited, Permitted, and Requiring a Conditional Use Permit with a table that displays the uses permitted, prohibited, and requiring a CUP, and to clarify Section 4.02A2 regarding the approximate boundaries of wetlands; (C) 10.02 Floodplain (F) District to update the ordinance and to clarify that activities within the flood plain must also comply with wetland regulations; and (D) 10.03E and 3.02 to regulate and define High Risk Pollution Generating Activities in the Aquifer Protection (AP) District? The amendment (ZONING QUESTION NUMBER TWO) has been on file at the Municipal Building since Tuesday, February 4, 2003.

(Recommended by the Planning Board by a vote of 6-0)

PASSED by a vote of 1333 YES

293 NO

4. Are you in favor of amending Article 8 Sign Regulations to substitute the Business Development District Sign code for the existing regulations for non-residential use signs? The amendment (ZONING QUESTION NUMBER THREE) has been on file at the Municipal Building since Tuesday, February 4, 2003.

(Recommended by the Planning Board by a vote of 6-0)

PASSED by a vote of 1286 YES

284 NO

5. Are you in favor of amending Sections: (E) 13.03C to increase the advance notice requirement from five to ten days for applications to the Zoning Board of Adjustment and (F) 14.07E to increase penalties in accordance with statute for violations of the Zoning Ordinance; all as proposed by the Planning Board? The amendment (ZONING QUESTION NUMBER FOUR) has been on file at the Municipal Building since Tuesday, February 4, 2003.

(Recommended by the Planning Board by a vote of 6-0)

PASSED by a vote of 1366 YES

6. To see if the Town shall adopt the provisions of RSA 40:13 (known as SB 2) to allow Official Ballot voting on all issues before the Town of Bow on the second Tuesday of May. (Petitioned Article) (3/5 Majority Vote Required) (By Official Ballot)

DEFEATED by a vote of	837	YES
	877	NO

The meeting was adjourned at 7:00 P.M. After the voting was completed and the meeting was reconvened on Wednesday, March 12, 2003 at 7:00 P.M. at the Bow High School by Town Moderator Peter Imse. The colors were presented by Boy Scout Troop 75, Peter Herrick, Drew Locker, Jeff Chagnon, Steve Chagnon, Patrick Ives, Sam Ives and Nathan Burbank played the trumpet. After the colors were posted we were led in the Pledge of Allegiance. Bow High School students Sean Gallerini, Nathan Burbank, Brittany Hooper, Andrew Pike, Bill Neidermyer, Andrew McKernan, Kathleen MacNeil and Jeff Paviglio performed a beautiful rendition of "America The Beautiful"

Kirk Hemphill, President of the Bow Community Men's Club presented their Citizen of the Year Award to H. Dana Abbott in recognition of his many years of service to the town as an athletic coach, fire prevention trainer and of course as our Fire Chief.

Moderator Peter Imse presented the head table, discussed the rules and read the results of the March 11th election. Then he introduced the first article for discussion.

ARTICLE #7 was moved by Leon Kension and seconded by Gary Gordon. Leon moved to amend the article and Gary seconded the motion to change the income amount from \$29,600.00 to \$33,800 for a single person and from \$38,400 to \$43,900 for a married couple. The motion to amend was PASSED by majority vote. Robert Bannister moved to amend the article and Susan Bird seconded the motion to change the wording from "net income" to "taxable income". Jim Raymond, town council, explained that the RSA statutes did not allow a town to change the wording, only the dollar amounts. Both the Selectmen and the attorney advised against making the change but Mr. Bannister still wanted it to go to a vote. The amendment to change the wording was DEFEATED by majority vote. Ray Helgemoe asked if we could raise the Veterans exemption through this article? Leon explained that it was not appropriate at this time but would be addressed at the 2004 Town Meeting. The amended article was voted on by ballot vote and read as follows: Shall we modify the elderly exemptions from property tax in the Town of Bow, based on assessed value, for qualified taxpayers, to be as follows: for a person 65 years of age up to 75 years, \$90,000.00; for a person 75 years of age up to 80 years, \$110,000.00; for a person 80 years of age or older, \$130,000.00. To qualify, the person must have been a New Hampshire resident for at least 5 years, own the real estate individually or jointly, or if the real estate is owned by such person's spouse, they must have been married for at least five (5) years. In addition, the taxpayer must have a net income of not more than \$33,800.00 or, if married, a combined net income of less than \$43,900.00; and own net assets not in excess of \$200,000.00 excluding the value of the person's residence and the land upon which it is constructed, up to two (2) acres. (Majority Vote Required) (Ballot Vote Required)

(Recommended by the Board of Selectmen)

(Recommended by the Budget Committee)

The article was PASSED by a ballot vote of	272	YES
	19	NO

ARTICLE #8 was moved by Isabel Sinclair and seconded by Gary Gordon. Leon Kenison explained that the Town had money that was turned back into the general fund from departments that had not spent all that had been budgeted for them. The Selectmen wanted to give some of the money back in order to bring down taxes but didn't want to put us into a situation like we experienced a few years ago when excess money had been spent to pay down taxes and then we saw a huge spike in the succeeding years. Leon moved to amend the article by adding the words "A portion of the above sum amounting to Three Hundred Thousand Dollars (\$300,000) is to be appropriated from the Retained General Fund Balance". The amendment was seconded by Susan Stevens, and was PASSED by majority vote. Steve Buckley moved to amend the article by increasing the amount by \$34,000 to fund the position of assistant Town Planner, which was taken out by the Budget committee. The motion to amend was seconded by Gil Rogers. Jim Raymond explained that we vote on a bottom line budget, not a line item budget and therefore we didn't have the power to designate where an appropriation is used, only the selectmen can do that. Leon and Paul Roy, chairman of the Budget Committee, explained why that position was not necessary and not being funded. Donald Lane countered with why the position was needed. A vote of 124 YES and 127 NO votes DEFEATED the amendment. The amended article To see if the Town will vote to raise and appropriate the sum of Five Million Nine Hundred Sixty-One Thousand Three Hundred Fifty-Nine Dollars (\$5,961,359.00), which represents the maintenance and operation budget. A portion of the above sum amounting to Three Hundred Thousand Dollars (\$300,000.00) is to be appropriated from the Retained General Fund Balance. Said sum does not include the special individual articles addressed. (Majority Vote Required) was PASSED by majority vote.

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

Richard Manburg moved to restrict reconsideration, and Mike Walchalk seconded the motion. It was PASSED by majority vote.

ARTICLE #9 was moved by Harry Judd and seconded by Susan Stevens. The article To see if the Town will vote to discontinue and relinquish all interest in the sewer easement benefiting the Town and School District across Lots 109 and 109-A, Block 3 (White Rock Senior Living Community) pursuant to RSA 31:3, provided that all expenses in connection with the discontinuance are paid by the owners of lots 109 and 109-A was PASSED by Majority vote. This warrant article has no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)

Gary Gordon made the motion to consider articles #10, 11, 12, & 13 together and Bob Graves seconded the motion. The motion to discuss all four articles and then vote on each separately was PASSED by majority vote.

ARTICLE #10 – An amendment to this article was made by Leon Kenison to include the words "until 2008" it was seconded by Gary Gordon. The amendment PASSED by majority vote. There was much discussion about the necessity of expediting this project due to the unsafe nature of the intersection. The amended article, To see if the Town will vote to appropriate from the Retained General Fund Balance the sum of Thirty-nine Thousand Seven Hundred Dollars (\$39,700.00) for the improvement of the Bow Bog Road / Bow Center Road intersection. This warrant article will have no impact on the property tax rate. This will be a non-lapsing warrant

article until 2008 under the provisions of NH RSA 32:7 PASSED by Majority vote (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

Article #11 was discussed by Leon Kenison. The article, To see if the Town will vote to raise and appropriate the sum of Twenty Thousand Dollars (\$20,000.00) to be added to the State Aid Reconstruction Program Fund for the purpose of repairing Class II highways within the Town of Bow was PASSED by majority vote. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

Article #12 was presented by Leon. Don Lane asked if part of the land covered under article #12 was under conservation easement? Town Planner, Bill Klubben, answered that it would not be part of the proposal. The article, To see if the Town will vote to raise and appropriate the sum of One Hundred Thousand Dollars (\$100,000.00) to be added to the Capital Reserve Fund previously established for the purpose of road construction/reconstruction in the Business Development District and I-2 Zones was PASSED by majority vote.
(Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #13 was also presented by Leon. A motion was made by Margaret King and seconded by Pat Holmes to amend the article to read "from Timmins Road to Woodhill Road". Leon explained that the Town could do that but that it would require more funding and more time (between 3 to 5 years) to complete the project. The amendment was DEFEATED by majority vote. The article, To see if the Town will vote to raise and appropriate the sum of Seventy-Five Thousand Dollars (\$75,000.00) to be added to the Highway Construction Capital Reserve Fund for the purpose of reconstructing White Rock Hill Road from Timmins Road to Page Road was PASSED by majority vote. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

Article #14 was moved by Harry Judd and seconded by Gary Gordon. The article, To see if the Town will vote to accept an easement from Brad and Kelly Morrow to allow the Town to construct improved parking and travel lanes on the east side of the Municipal Office Building was PASSED by majority vote. (Majority Vote Required)

(Recommended by the Board of Selectmen)

Article #15 was moved by Harry Judd and Seconded by Sara Swenson. Harry Judd made a motion to amend the article and Gary Gordon seconded the motion to include the following words "until 2006". The amendment was PASSED by majority vote. The amended article, To see if the Town will vote to appropriate from the Retained General Fund balance the sum of Fifty-six Thousand dollars (\$56,000.00) for the purpose of constructing a two-way lane with additional parking spaces on the east end of the Municipal Office Building. This warrant article

will have no impact upon the property tax rate. This will be a non-lapsing warrant article until 2006 under the provisions of NH RSA 32:7 and was PASSED by majority vote. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

Article #16 was moved by Isabel Sinclair and seconded by Sara Swenson. Isabel stopped to ask the Town to thank Gary Gordon for his 10 years of service on the Budget Committee. She then began discussion of the article and the need to pave the lot for the buses. Because the Town owns the property, we are responsible for its' maintenance. The article, To see if the Town will vote to appropriate from the Retained General Fund balance the sum of Thirty-five Thousand Dollars (\$35,000.00) to pave the school bus parking lot located in front of the Police Department on Robinson Road was PASSED by majority vote. This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #17 was moved by Isabel Sinclair and seconded by Sara Swenson. Isabel explained the need to purchase land so we can make the intersection safer and the line of site better with a bigger turning radius. The article, To see if the Town will vote to appropriate from the Retained General Fund Balance the sum of Four Thousand Seven Hundred Fifty Dollars (\$4,750.00) for the purchase of two-tenths of an acre of property located on the corner of Bow Center Road and Clough Street, identified on the Town Tax Map as Block 3, Parcel 152-F was PASSED by majority vote. This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #18 was moved by Isabel Sinclair and seconded by Gary Gordon. Isabel explained that owners of this parcel of 19 acres of land-locked land had offered to sell it to the town. The Town of Bow owns all the land surrounding it. Nancy Rheinhardt asked if the town land surrounding this parcel is under conservation easement? Bill Klubben answered that he believed three of four sides were. Mike Walchak asked why we should buy the land if it is truly land-locked. Harry Judd answered that the owners would ask for an easement in order to use the land for development and we would need to accommodate them. The article, To see if the Town will vote to appropriate from the Retained General Fund Balance the sum of Seven Thousand One Hundred Dollars (\$7,100.00) for the purchase of nineteen (19) acres, more or less, of land identified in the Town tax map as Block 2, Parcel 138 was PASSED by majority vote. This warrant article will have no impact on the property tax rate.

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

Article #19 was moved by Harry Judd and seconded by Sara Swenson. Harry described the selectmen's desire to move to a fiscal year so we will be on the same budgetary year as the school. The budget committee originally did not support this amendment, however, Paul Roy, chairman of the Budget Committee stated that the committee now supports this article. This

change would not be taking place next year, so this is a means of planning ahead and putting money aside so when the Town does make the transition we will have adequate funds in the budget to cover the transition. Harry explained that it would allow for tighter control on the budget and we would not have a problem with over-collection of revenues. We would be working from more known numbers rather than from estimates. The hope is that it would help eliminate the big spikes in the property taxes. The article to see if the Town will vote to create a Capital Reserve Fund, to be known as the Fiscal Year Conversion Fund, for the purpose of funding the additional cost of an eighteen (18) month municipal budget to change the budget year from January through December to July through June in the year 2006 and thereafter, and to appropriate the sum of Seven Hundred Thousand Dollars (\$700,000.00) from the Retained General Fund Balance for deposit to this fund was PASSED by majority vote. This warrant article will have no impact on the property tax rate.

(Recommended by the Board of Selectmen)
(Not Recommended by the Budget Committee) *(changed to recommend)

ARTICLE #20 was moved by Leon Kenison and seconded by Sara Swenson and discussed by Leon. The article, To see if the Town will vote to appropriate the sum of Eighty Thousand Dollars (\$80,000.00) from the Retained General Fund Balance for the purpose of completing the federally mandated environmental cleanup and containment of floor drain point source pollution at the Public Works Garage and Community Center building was PASSED by majority vote. This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #21 was moved by Isabel and seconded by Gary Gordon. Isabel discussed the Capital Improvement Reserve Fund for the Highway Department. The article read as follows. To see if the Town will vote to raise and appropriate the sum of One Hundred Eighty-Six Thousand Dollars (\$186,000.00) to be added to the various Public Works Department Equipment Replacement Capital Reserve Funds previously established for the purpose as follows:

1. Plow/Sand Truck Replacement 2004	\$21,000
2. Plow/Sand Truck Replacement 2005	\$16,000
3. Plow/Sand Truck Replacement 2006	\$14,000
4. Plow/Sand Truck Replacement 2007	\$13,000
5. Plow/Sand Truck Replacement 2008	\$12,500
6. Plow/Sand Truck Replacement 2009	\$ 7,000
7. Plow/Sand Truck Replacement 2012	\$10,000
8. Backhoe Replacement	\$12,000
9. One-Ton Pickup Truck With Plow Replacement 2005	\$ 7,400
10. ¾ Ton Four-wheel Drive Pickup Truck With Plow Replacement	\$ 3,900
11. Chipper Replacement	\$ 800
12. Compressor Replacement	\$ 900
13. Grader Replacement	\$11,000
14. Loader Replacement	\$14,500
15. ½ Ton Light Duty Pickup Replacement	\$ 3,800
16. One-Ton Pickup Truck With Plow Replacement 2009	\$ 5,200

17. Tractor with Brush Arm Replacement	\$ 8,000
18. Trailer Mounted Catch Basin Cleaner	\$25,000

The article was PASSED by majority vote
(Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #22 was moved by Leon Kenison and seconded by Gary Gordon. Leon explained that this purchase would take place later in the year and would be ready for next winter. The article read as follows: To see if the Town will vote to appropriate the sum of Ninety Thousand Dollars (\$90,000.00) for the replacement of a Plow/Sand Truck for the Highway Department and to authorize the withdrawal of Eighty-One Thousand Seven Hundred Dollars (\$81,700.00) plus accrued interest from the Capital Reserve Fund created for that purpose. The balance of Eight Thousand Three Hundred Dollars (\$8,300.00) will be appropriated from the Retained General Fund balance. The article was PASSED by majority vote. This warrant article will have no tax rate impact. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #23 was moved by Harry Judd and seconded by Gary Gordon. Harry explained that the same process of putting money aside for the Highway Department is done here with the Fire Department. The article read as follows: To see if the Town will vote to raise and appropriate the sum of One Hundred Fifty Thousand Four Hundred Dollars (\$150,400.00) to be added to the Fire Department Equipment Replacement Capital Reserve Fund previously established for the purpose as follows:

1. Rescue Vehicle Replacement	\$21,000
2. Air Compressor for SCBA	\$ 1,500
3. Rescue Equipment	\$ 2,500
4. Pumper Replacement 2009	\$21,500
5. Tanker Replacement 2013	\$ 9,500
6. Tanker Replacement 2016	\$ 9,400
7. Quint – Pumper/Ladder 2005	\$66,500
8. Pumper Replacement 2021	\$12,500
9. Monitor/Defibrillator Replacement	\$ 4,000
10. One Ton Four-Wheel Drive Forestry Truck	\$ 2,000

The article was PASSED by majority vote
(Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #24 was moved by Isabel Sinclair and seconded by Sara Swenson. Isabel talked about the thermal imaging camera that was demonstrated at the community building. The article, To see if the Town will vote to appropriate from the Retained General Fund balance the sum of Twenty Thousand Dollars (\$20,000.00) to purchase a Thermal Imaging Camera system for the Fire Department was PASSED by majority vote. This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

Gary Gordon moved to consider articles #25 through #28 together since they are “house keeping” articles. Rita Morrison seconded the motion and it PASSED by majority vote

ARTICLE #25 To see if the Town will vote to change the name and purpose of the Capital Reserve Fund established by the 2001 Town Meeting for the purpose of purchasing cemetery land to the purpose of purchasing land, conceptualizing, designing, and constructing cemeteries or additions to cemeteries. This fund will be known as the Cemetery Development Capital Reserve Fund. The current balance of this fund is Seventy-Eight Thousand, Six Hundred Dollars (\$78,600.00) plus accrued interest. This warrant article having no impact on the property tax rate was PASSED by 2/3 majority vote. (2/3 Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

A motion to amend ARTICLE #26 was made by Leon Kenison and seconded by Sara Swenson as follows: To see if the Town will vote to discontinue the Capital Reserve Fund for Cemetery Plots and to return to the Retained General Fund Balance the sum of Twenty-Six Thousand Eight Hundred Seventy-Nine Dollars (\$26,879.00), plus any interest accrued to the date of discontinuance, and to raise and appropriate the identical amount from the Retained General Fund Balance to the Cemetery Development Capital Reserve Fund. The motion to amend was PASSED by majority vote and the article as written above was PASSED by majority vote. This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #27 was discussed by Leon Kension. He explained that the Evans Cemetery is almost full and the Alexander Cemetery is not the cemetery of choice, however, the Town of Bow does own the Marshall property and that we can look into developing that property as a cemetery. The article, To see if the Town will vote to appropriate from the Cemetery Development Capital Reserve Fund the sum of Forty-Six Thousand Eight Hundred Dollars (\$46,800.00) for the purpose of contracting an architect to conduct necessary surveying and conceptual design and to complete a conceptual Master Plan for the establishment of a cemetery on the 68.18 acres of Town-owned land known as the Marshall Property, Block 3, Parcel 62 was PASSED by majority vote. This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Not Recommended by the Budget Committee)

ARTICLE #28 was discussed by Harry Judd and a lengthy discussion ensued regarding the definition of Perpetual Care and how the Town hasn't received any of the money from the interest as was originally intended. The goal of the town is to maintain all the graves in the cemeteries and to have the cemeteries be self-sustaining. The article reads as follows: To see if the Town will vote to establish the Cemeteries Perpetual Care Trust Fund as a non-expendable trust fund to maintain the Town cemeteries in perpetuity. The principal will be funded by

payment to the trust fund of fifty percent (50%) of the purchase price of each grave plot sold by the Town, to be paid annually to the Trustees of Trust Funds. The Trustees of Trust Funds will annually pay the fund's accrued interest to the Town, which will apply these funds as revenue to the cemetery budget to reduce the property tax levy for perpetual care costs. This article was PASSED by majority vote. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #29 was moved by Isabel Sinclair and seconded by Gary Gordon. Isabel discussed the need to have a larger mower to care for the cemeteries. The article, To see if the Town will vote to appropriate from the Retained General Fund balance the sum of Ten Thousand Dollars (\$10,000.00) to purchase a 48" deck front mower with vacuum grass collection system for the maintenance of Town cemeteries was PASSED by majority vote. This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #30 was moved by Leon Kenison and seconded by Gary Gordon. Leon explained that the Supreme Court has ruled that towns need to have a revaluation of property done every five years. This appropriation would be putting money aside in preparation for the future reval. The article, To see if the Town will vote to raise and appropriate the sum of Fifty Thousand Dollars (\$50,000.00) to be added to the Capital Reserve Fund previously established for the purpose of Town Revaluation was PASSED by majority vote. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #31 was moved by Harry Judd and seconded by Paul Roy. Harry explained that this article would put money into the Capital Reserve Fund for parking lot repair. The article, To see if the Town will vote to raise and appropriate the sum of Two Thousand Dollars (\$2,000.00) to be added to the Capital Reserve Fund previously established for the purpose of Parks and Recreation Field Parking and Road Repair was PASSED by majority vote. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #32 was moved by Isabel Sinclair and seconded by Sara Swenson. The article, To see if the Town will vote to raise and appropriate the sum of Fourteen Thousand Dollars (\$14,000.00) to be added to the Capital Reserve Fund for the Replacement of Police Department Recorder, Antenna, and Console Radio Equipment was PASSED by majority vote. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #33 was moved by Isabel Sinclair and seconded by Bob Graves. Isabel explained that although this article didn't pass last year there have been many needed repairs and the vehicle

has become too costly to maintain. It will be a heavy-duty vehicle designed for police work. The article, To see if the Town will vote to appropriate the sum of Twenty-Nine Thousand Eight Hundred Dollars (\$29,800.00) for the replacement of a Four Wheel Drive Utility Vehicle for the Police Department and to authorize the withdrawal of Twenty-Five Thousand Eight Hundred Dollars (\$25,800.00) plus accrued interest from the Capital Reserve Fund created for that purpose plus Four Thousand Dollars (\$4,000.00) from the trade-in of the current vehicle was PASSED by majority vote. This warrant article will have no impact on the property tax rate (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #34 was moved by Harry Judd and seconded by Gary Gordon. Harry explained that this money would be used for future upgrading when necessary. The article, To see if the Town will vote to raise and appropriate the sum of Four Thousand Four Hundred Dollars (\$4,400.00) to be added to the Capital Reserve Fund previously established for the purpose of a Computer System Upgrade for the Baker Free Library was PASSED by majority vote. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget committee)

ARTICLE #35 was moved by Leon Kenison and seconded by Sara Swenson. The article reads as follows: To see if the Town will vote to raise and appropriate the sum of Seven Thousand Five Hundred Dollars (\$7,500.00) to be added to the various Parks and Recreation Department Equipment Replacement Capital Reserve Funds previously established for the purpose as follows:

- | | |
|--|---------|
| 1. Ground Maintenance Equipment | \$1,700 |
| 2. Four-Wheel Drive Tractor Replacement | \$3,300 |
| 3. ¾ Ton Four-Wheel Drive Pickup Truck Replacement | \$2,500 |

The article was PASSED by majority vote. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #36 was moved by Leon Kenison and seconded by Gary Gordon. Leon spoke to the article describing how the sandpit has been depleted of sand and so the Town wants to develop it as commercial property. We have entered into an agreement with Capital Area Business Development for this purpose. Questions were asked about the Mill Site and its' historical preservation. Leon said that the Mill Site would be preserved with an agreement to protect it as a historical site. The article, To see if the Town will vote to appropriate from the Retained General Fund Balance the sum of Twenty-Four Thousand Dollars (\$24,000.00) to the Bow Economic Development Corporation (BEDC) for the development of Lot 102, Block 2 located at 680 NH Route 3-A. This warrant article will have no impact on the property tax rate was PASSED majority vote. (Majority Vote Required)

(Recommended by the Board of Selectmen)
(Recommended by the Budget Committee)

ARTICLE #37 was moved by Harry Judd and seconded by Gary Gordon. Harry explained that monies were not set up as expendable trusts and that we need to correct it so we can keep funds for when needed. The article, To see if the Town will vote to create an Expendable Trust Fund, with the Board of Selectmen as Agents to Expend, for the purpose of providing repairs and/or mitigation of pollutants in privately owned drinking water wells throughout the Town, when the cause of the pollutants has been determined to be the result of Town operations such as road salting, petroleum contamination, or other actions, and to appropriate from the Retained General Fund Balance the sum of Fifty Thousand Dollars (\$50,000.00) to this trust fund was PASSED by majority vote. This warrant article will have no impact on the property tax rate. (Majority Vote Required)

(Recommended by the Board of Selectmen)

(Recommended by the Budget Committee)

ARTICLE #38 was moved by Isabel Sinclair and seconded by Gary Gordon. Isabel explained that since we were unable to put in a well in the Hanson Field area we need to transfer the funds appropriated for the well to a more general fund for the purpose of maintaining the fields. The article, To see if the Town will vote to discontinue the Hanson Field Irrigation Systems line within the Parks and Recreation Replacement Equipment Fund and change the purpose of the unused remaining balance of Nine Thousand Two Hundred Dollars (\$9,200.00) of the funds that were raised for the purpose of the Hanson Field Irrigation Systems (1999-29), plus any accrued interest up to the date of discontinuance, to remain in the Parks and Recreation Department Replacement Equipment Capital Reserve Fund for the future purchase of equipment was PASSED by a 2/3 majority vote. This warrant article will have no impact on the property tax rate. (2/3 Vote Required)

(Recommended by the Board of Selectmen)

(Recommended by the Budget Committee)

ARTICLE #39 was moved by Harry Judd and seconded by Sara Swenson. Harry explained that because these projects were completed under budget we have leftover funds that need to be transferred to the Highway Department's CIP fund. The article, To see if the Town will vote to discontinue the Capital Reserve Funds for four completed projects (Logging Hill/Albin Road, 1991-4; Hollow Road, 1992-11; Putney Road, 1992-11; and River Road/Ferry Road Intersection, 1992-11) within the Highway Construction Capital Reserve Fund, for a total of Seventeen Thousand Six Hundred Thirty-Nine Dollars and Thirty Cents (\$17,639.30), plus all interest accrued up to the date of discontinuance, and to change the purpose of these funds to that of remaining in the Highway Construction Capital Reserve Fund for future highway construction projects was PASSED by a 2/3 majority vote. This warrant article will have no impact on the property tax rate. (2/3 Vote Required)

(Recommended by the Selectmen and the Budget Committee)

ARTICLE #40 was moved by Leon Kenison and seconded by Gary Gordon. There was much discussion surrounding this article, but the liabilities of plowing private properties are too great for the town to continue the practice. The article, to have the Town restrict snowplowing and/or snow removal activities to be conducted only on property owned by the Town of Bow or as a part of emergency preparedness, with the exception of emergencies to save life or property, to be in effect as of July 31, 2003 was PASSED by majority vote

(Recommended by the Selectmen)

ARTICLE #41 was moved by Isabel Sinclair and seconded by Sara Swenson. The article, To see if the town will vote to send the following resolution to the New Hampshire General Court: Resolved, in its first two years of operation, the Land and Community Heritage Investment Program (LCHIP) has helped communities throughout New Hampshire preserve their natural, cultural and historic resources and, therefore, the State of New Hampshire should maintain funding for LCHIP in its next biennial budget PASSED by majority vote.

(Recommended by the Selectmen)

ARTICLE #42 was moved by Gary Lynn and seconded by Robert Mack. Mr. Lynn discussed the desire of the residents of Village Shore Estates to obtain water from a portion of Town owned lot #56 as their water supply. Van Mosher asked the Town to make sure there are protections in the lease agreement so other areas would be protected from loss of water. The Town attorney said that could be part of the agreement. There was much discussion regarding the needs of the residents and the concerns of those in surrounding areas that are worried that it will have a negative effect on their own water supply. The article, To see if the Town will vote to authorize the Town of Bow to enter into a long term lease agreement with Village Shores Estates Association, or other appropriate entity, including successors and assigns for use of a portion of Lot 56, Block 4 as a water supply for the Village Shores Estates neighborhood was DEFEATED by majority vote. (By Petition)

ARTICLE #43 was moved by Rick Hiland and seconded by Gary Gordon. The article, to adopt the provisions of RSA 31:94 to change the fiscal accounting period of the Town of Bow to match the fiscal accounting period of Bow's School District so that it shall run from July 1 to June 30 of the following year to be effective July 1, 2004" was DEFEATED by majority vote. (By Petition)

ARTICLE #44 was moved by Rick Hiland and seconded by Ray Helgemoe. Gary Gordon made a motion to amend the article to remove the word "implement" and replace it with the word "report". The motion was seconded by Bob Graves and was PASSED by majority vote. Rick Hiland addressed the article and explained the petitioners thoughts regarding the cost of the dispatch center and the need to monitor them. Gary Gordon opposed the article and expressed the need for the dispatch center for all the town's people. The selectmen do not support this article because they feel the costs are sufficiently reviewed during the budget process, and there would be no need for additional review. Sgt. Lougee spoke against the article and explained that other towns want to leave County Dispatch and use ours. Bob Graves spoke and explained the origin of the dispatch center and how this article would ruin the morale of the police if they felt people were trying to second-guess them. The article to direct the Board of Selectmen of Bow, NH to form a committee to be comprised of one (1) Selectman, one (1) member of the Budget Committee, the Chief of Police and four (4) members (residents) at large from the Town to search for an alternate means to help support the existing Police Dispatch center in order to significantly reduce its cost of doing business to the Town and the revenues collected from taxation or to completely change to a more cost effective contracted service for providing this Police Dispatch service and to report their decision to be effective for January 1, 2004 was DEFEATED by majority vote. (By Petition)

ARTICLE #45 was moved by Dana Mosher and seconded by Brian LaRoche. Dana explained that this was a non-binding resolution to make a statement to the Legislature at the State and Federal level that we need health care reform. To see if the Town will vote to adopt the following Resolution

“Whereas, New Hampshire residents pay the 12th highest cost of insurance in the country; and

Whereas, the cost of health insurance premiums for families has increased by 45% over the past three years; and

Whereas, 100,000 New Hampshire residents have no health coverage and 77% of them have a full-time worker at home, and

Whereas, due to these rising costs almost half of New Hampshire’s small business cannot afford health coverage for their employees, therefore be it resolved

That we, the citizens of Bow, New Hampshire, call on our elected officials from all levels of government, and those seeking office, to work with consumers, businesses, and health care providers to ensure that:

- Everyone, including the self-employed, unemployed, un – and underinsured, and small business owners has access to an affordable basic health plan similar to what federal employees receive;
- Everyone, including employers, consumers, and the state, local and federal government makes a responsible and fair contribution to finance the health care system;
- Everyone receives high quality care that is cost efficient and medically effective; and
- That these efforts help control the skyrocketing cost of health care.”

This resolution is non-binding and represents no fiscal impact and was PASSED by majority vote (By Petition)

ARTICLE #46 to hear reports of standing committees and take any action relating thereto which there were none Paul Hammond asked if the Town would apply for any Federal snow removal funds? He was told we would look into it.

ARTICLE #47 to transact any other business, which may legally come before such meeting. Gary Gordon moved to adjourn the meeting and Paul Roy seconded it. The meeting was then adjourned until March of 2004

Respectfully Submitted

Jill Hadaway
Town Clerk -

FINANCIAL SCHEDULES

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
Selectmen							
1-4130-1-130	ELECTED OFFICIALS	\$7,725	\$7,725	\$7,725	\$7,880	\$7,880	\$7,880
1-4130-1-140	OVERTIME	\$4,091	\$2,464	\$2,909	\$2,967	\$2,967	\$2,967
1-4130-1-220	SOCIAL SECURITY	\$733	\$621	\$646	\$658	\$658	\$658
1-4130-1-225	MEDICARE	\$171	\$145	\$151	\$154	\$154	\$154
1-4130-1-260	WORKERS' COMPENSATION	\$24	\$24	\$35	\$36	\$36	\$36
1-4130-1-561	MEETING EXPENSE	\$400	\$225	\$550	\$550	\$550	\$550
1-4130-1-620	SUPPLIES	\$150	\$210	\$100	\$100	\$100	\$100
1-4130-1-680	AWARDS & RECOGNITION	\$225	\$667	\$225	\$225	\$225	\$225
1-4130-1-690	OTHER MISCELLANEOUS	\$500	\$183	\$500	\$500	\$500	\$500
1-4130-1-740	OFFICE FURNITURE	\$938	\$979	\$304	\$304	\$304	\$304
1-4130-1-810	TOWN CELEBRATIONS	\$250		\$100	\$100	\$100	\$100
TOTAL SELECTMEN		\$15,207	\$13,243	\$13,245	\$13,474	\$13,474	\$13,474
Town Manager							
1-4130-2-110	FULL TIME SALARIES	\$100,170	\$100,191	\$100,184	\$102,188	\$102,188	\$102,188
1-4130-2-120	PART TIME SALARIES		\$1,000	\$1,000	\$1,020	\$1,020	\$1,020
1-4130-2-140	OVERTIME	\$1,221	\$70	\$611	\$623	\$623	\$623
1-4130-2-200	SPECIAL ADJUSTMENTS				\$17,410	\$15,947	\$15,947
1-4130-2-210	GROUP INSURANCE - MEDICAL	\$21,847	\$22,540	\$24,325	\$24,325	\$24,325	\$24,325
1-4130-2-211	GROUP INSURANCE - DENTAL	\$768		\$840	\$840	\$840	\$840
1-4130-2-215	GROUP INSURANCE - LIFE	\$1,428	\$1,662	\$1,373	\$1,373	\$1,373	\$1,373
1-4130-2-220	SOCIAL SECURITY	\$6,348	\$6,605	\$6,312	\$6,438	\$6,438	\$6,438
1-4130-2-225	MEDICARE	\$1,452	\$1,473	\$1,476	\$1,506	\$1,506	\$1,506
1-4130-2-230	RETIREMENT	\$8,024	\$8,812	\$10,005	\$10,123	\$10,123	\$10,123
1-4130-2-240	UNEMPLOYMENT			\$2,500	\$2,500	\$2,500	\$2,500
1-4130-2-260	WORKERS' COMPENSATION	\$201	\$201	\$205	\$209	\$209	\$209
1-4130-2-320	LEGAL FEES (TOWN OFFICE)	\$17,000	\$16,964	\$17,000	\$17,000	\$17,000	\$17,000
1-4130-2-321	LEGAL UTILITIES	\$25,000		\$5	\$5	\$5	\$5
1-4130-2-341	TELEPHONE	\$13,885	\$6,655	\$8,000	\$8,000	\$8,000	\$8,000
1-4130-2-390	CONTRACT SERVICES	\$12,878	\$10,664	\$15,693	\$26,693	\$15,693	\$15,693
1-4130-2-550	PRINTING	\$10,575	\$6,228	\$11,000	\$11,000	\$11,000	\$11,000
1-4130-2-560	DUES & MEMBERSHIP	\$5,739	\$6,299	\$6,152	\$6,152	\$6,152	\$6,152
1-4130-2-561	MEETING EXPENSE	\$1,282	\$783	\$1,879	\$1,879	\$1,879	\$1,879
1-4130-2-570	EMPLOYEE REIMBURSEMENT	\$938	\$1,300	\$912	\$912	\$912	\$912
1-4130-2-610	COMPUTER SUPPLIES	\$347	\$367	\$51,128	\$408	\$408	\$408
1-4130-2-620	SUPPLIES	\$2,254	\$1,966	\$1,525	\$1,525	\$1,525	\$1,525
1-4130-2-625	ENVELOPES STAMPS	\$1,100	\$295	\$750	\$750	\$750	\$750
1-4130-2-670	MANUALS-DIRECTORIES	\$615	\$47	\$452	\$452	\$452	\$452
1-4130-2-680	AWARDS & RECOGNITION	\$750		\$250	\$250	\$250	\$250
1-4130-2-690	OTHER MISCELLANEOUS	\$440					

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4130-2-740	COMPUTER EQUIPMENT	\$440	\$89	\$600	\$600	\$600	\$600
1-4130-2-810	ADVERTISING	\$3,000	\$5,414	\$4,500	\$4,500	\$4,500	\$4,500
1-4130-2-830	TRAINING	\$850		\$450	\$450	\$450	\$450
1-4130-2-840	TUITION REIMBURSEMENT		\$836	\$920	\$920	\$920	\$920
1-4130-2-890	CONTINGENCY	\$28,000		\$28,000	\$28,000	\$28,000	\$28,000
TOTAL TOWN MANAGER		\$268,472	\$203,235	\$298,047	\$278,051	\$265,588	\$265,588
Town Clerk/Tax Collector							
1-4140-1-110	FULL TIME SALARIES	\$29,422	\$29,972	\$29,422	\$30,010	\$30,010	\$27,093
1-4140-1-125	SEASONAL/TEMPORARY	\$13,961	\$9,083	\$13,961	\$14,240	\$14,240	\$15,360
1-4140-1-130	ELECTED CLERK/TAX	\$41,380	\$41,204	\$41,380	\$42,208	\$42,208	\$42,208
1-4140-1-140	OVERTIME	\$1,000	\$98	\$1,000	\$1,020	\$1,020	\$1,020
1-4140-1-210	GROUP INSURANCE - MEDICAL	\$13,743	\$11,824	\$13,190	\$13,190	\$13,190	\$13,190
1-4140-1-211	GROUP INSURANCE - DENTAL	\$768	\$640	\$911	\$911	\$911	\$911
1-4140-1-215	GROUP INSURANCE - LIFE	\$1,135	\$914	\$1,095	\$1,095	\$1,095	\$1,095
1-4140-1-220	SOCIAL SECURITY	\$2,737	\$2,309	\$2,752	\$2,808	\$2,808	\$2,712
1-4140-1-225	MEDICARE	\$1,137	\$1,137	\$1,244	\$1,269	\$1,269	\$1,247
1-4140-1-230	RETIREMENT	\$3,588	\$3,455	\$4,236	\$4,321	\$4,321	\$4,149
1-4140-1-260	WORKERS' COMPENSATION	\$171	\$171	\$172	\$175	\$175	\$172
1-4140-1-341	TELEPHONE	\$1,331	\$1,518	\$1,668	\$1,668	\$1,668	\$1,668
1-4140-1-390	CONTRACT SERVICES	\$6,735	\$6,175	\$8,085	\$8,085	\$8,085	\$8,085
1-4140-1-561	MEETING EXPENSE	\$1,610	\$1,718	\$1,725	\$1,725	\$1,725	\$1,725
1-4140-1-620	SUPPLIES	\$3,464	\$2,892	\$3,015	\$3,015	\$3,015	\$3,015
1-4140-1-625	POSTAGE	\$5,875	\$4,460	\$5,875	\$5,875	\$5,875	\$5,875
1-4140-1-740	OFFICE EQUIP. & EQUIP.	\$4,973	\$1,237	\$1,550	\$1,550	\$1,550	\$1,550
1-4140-1-831	STATE OF NH MARRIAGE	\$2,000	\$1,009	\$2,000	\$2,000	\$2,000	\$2,000
1-4140-1-832	STATE OF N. H. FISH AND	\$3,000	\$1,100	\$3,000	\$3,000	\$3,000	\$3,000
1-4140-1-833	STATE OF NH ANIMAL	\$4,000	\$1,793	\$4,000	\$4,000	\$4,000	\$4,000
TOTAL TOWN CLERK/TAX COLLECTOR		\$142,130	\$122,709	\$140,281	\$142,165	\$142,165	\$140,075
Elections							
1-4140-2-125	SEASONAL/TEMPORARY		\$830	\$3,320	\$3,386	\$3,386	\$3,386
1-4140-2-130	SUPERVISORS/MODERATOR	\$9,302	\$3,063	\$15,505	\$15,815	\$15,815	\$15,815
1-4140-2-220	SOCIAL SECURITY	\$577	\$240	\$1,167	\$1,192	\$1,192	\$1,192
1-4140-2-225	MEDICARE	\$135	\$56	\$273	\$278	\$278	\$278
1-4140-2-260	WORKERS' COMPENSATION	\$19	\$19	\$19	\$19	\$19	\$19
1-4140-2-390	CONTRACT SERVICES	\$3,649	\$2,309	\$10,986	\$10,986	\$10,986	\$10,986
1-4140-2-560	DUES AND MEMBERSHIP	\$18	\$50	\$100	\$100	\$100	\$100
1-4140-2-610	CHECKLISTS-BALLOTS	\$1,500		\$1,000	\$1,000	\$1,000	\$1,000
1-4140-2-620	SUPPLIES	\$1,000	\$140	\$1,000	\$1,000	\$1,000	\$1,000
1-4140-2-625	POSTAGE	\$500	\$15	\$100	\$100	\$100	\$100
1-4140-2-740	OFFICE EQUIPMENT	\$4,351	\$3,977	\$3,730	\$3,730	\$3,730	\$3,730

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4140-2-810	ADVERTISING	\$200	\$96	\$500	\$500	\$500	\$500
TOTAL ELECTIONS		\$21,251	\$10,795	\$37,700	\$38,106	\$38,106	\$38,106
Finance							
1-4150-1-110	FULL TIME SALARIES	\$34,700	\$36,275	\$35,589	\$36,301	\$36,301	\$36,301
1-4150-1-140	OVERTIME	\$667	\$1,019	\$2,054	\$2,095	\$2,095	\$2,095
1-4150-1-210	GROUP INSURANCE MEDICAL	\$5,834	\$5,834	\$6,549	\$6,549	\$6,549	\$6,549
1-4150-1-211	GROUP INSURANCE - DENTAL	\$384	\$387	\$420	\$420	\$420	\$420
1-4150-1-215	GROUP INSURANCE - LIFE	\$535	\$550	\$550	\$550	\$550	\$550
1-4150-1-220	SOCIAL SECURITY	\$2,193	\$2,310	\$2,334	\$2,380	\$2,380	\$2,380
1-4150-1-225	MEDICARE	\$514	\$541	\$546	\$557	\$557	\$557
1-4150-1-230	RETIREMENT	\$1,775	\$2,055	\$2,221	\$2,265	\$2,265	\$2,265
1-4150-1-260	WORKERS' COMPENSATION	\$71	\$71	\$75	\$77	\$77	\$77
1-4150-1-341	TELEPHONE	\$744	\$398	\$644	\$644	\$644	\$644
1-4150-1-390	CONTRACT SERVICE			\$192	\$192	\$192	\$192
1-4150-1-560	DUES AND MEETINGS	\$25	\$35	\$35	\$35	\$35	\$35
1-4150-1-570	EMPLOYEE REIMBURSEMENT	\$75		\$75	\$75	\$75	\$75
1-4150-1-620	SUPPLIES	\$2,891	\$3,061	\$2,222	\$2,222	\$2,222	\$2,222
1-4150-1-625	POSTAGE	\$912	\$627	\$1,124	\$1,124	\$1,124	\$1,124
1-4150-740	EQUIPMENT			\$1,825	\$1,825	\$1,825	\$1,825
1-4150-1-830	TRAINING	\$255		\$255	\$255	\$255	\$255
TOTAL FINANCE		\$51,575	\$53,163	\$56,710	\$57,566	\$57,566	\$57,566
Audit							
1-4150-2-301	AUDIT	\$7,800	\$7,800	\$7,800	\$7,800	\$7,800	\$7,800
TOTAL AUDIT		\$7,800	\$7,800	\$7,800	\$7,800	\$7,800	\$7,800
Assessor							
1-4150-3-110	FULL TIME SALARIES	\$31,479	\$32,261	\$32,261	\$32,906	\$32,906	\$32,906
1-4150-3-140	OVERTIME	\$1,020	\$474	\$1,000	\$1,020	\$1,020	\$1,020
1-4150-3-210	GROUP INSURANCE MEDICAL	\$10,190	\$9,843	\$5,613	\$5,613	\$5,613	\$5,613
1-4150-3-211	GROUP INSURANCE DENTAL	\$384	\$355	\$420	\$420	\$420	\$420
1-4150-3-215	GROUP INSURANCE LIFE	\$503	\$487	\$550	\$550	\$550	\$550
1-4150-3-220	SOCIAL SECURITY	\$2,015	\$2,045	\$2,062	\$2,102	\$2,102	\$2,102
1-4150-3-225	MEDICARE	\$471	\$475	\$483	\$492	\$492	\$492
1-4150-3-230	RETIREMENT	\$1,631	\$1,467	\$1,962	\$2,002	\$2,002	\$2,002
1-4150-3-260	WORKER'S COMPENSATION	\$65	\$65	\$71	\$73	\$73	\$73
1-4150-3-312	PROPERTY ASSESSMENT	\$25,000	\$25,053	\$28,000	\$28,000	\$28,000	\$28,000
1-4150-3-341	TELEPHONE		\$300	\$640	\$640	\$640	\$640
1-4150-3-390	CONTRACT SERVICE	\$35,400	\$25,330	\$43,850	\$43,850	\$43,850	\$43,850
1-4150-3-430	EQUIPMENT REPAIRS	\$200		\$200	\$200	\$200	\$200
1-4150-3-550	PRINTING	\$200		\$200	\$200	\$200	\$200
1-4150-3-580	DUES & MEMBERSHIPS	\$182	\$175	\$187	\$187	\$187	\$187
1-4150-3-570	EMPLOYEE REIMBURSEMENT	\$825	\$41	\$365	\$365	\$365	\$365

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4150-3-610	COMPUTER SUPPLIES	\$9,210	\$3,548	\$10,803	\$8,410	\$8,410	\$8,410
1-4150-3-620	SUPPLIES	\$1,000	\$456	\$1,000	\$1,000	\$1,000	\$1,000
1-4150-3-625	POSTAGE	\$200	\$184	\$400	\$400	\$400	\$400
1-4150-3-820	RECORDING FEES	\$554	\$1,146	\$1,250	\$1,250	\$1,250	\$1,250
1-4150-3-830	TRAINING	\$1,065	\$343	\$1,525	\$1,525	\$1,525	\$1,525
TOTAL ASSESSOR		\$121,584	\$104,048	\$132,842	\$131,205	\$131,205	\$131,205
Treasurer							
1-4150-5-130	PART TIME SALARIES		\$333	\$750	\$1,000	\$1,000	\$1,000
1-4150-5-130	ELECTED OFFICIALS	\$2,500	\$2,292	\$2,500	\$2,500	\$2,500	\$2,500
1-4150-5-220	SOCIAL SECURITY	\$155	\$148	\$202	\$207	\$207	\$207
1-4150-5-225	MEDICARE	\$36	\$34	\$47	\$51	\$51	\$51
1-4150-5-260	WORKERS' COMPENSATION	\$5	\$5	\$7	\$7	\$7	\$7
1-4150-5-620	SUPPLIES		\$101	\$50	\$50	\$50	\$50
1-4150-5-625	POSTAGE						
1-4150-5-680	OTHER MISCELLANEOUS	\$120	\$389	\$120	\$120	\$120	\$120
TOTAL TREASURER		\$2,816	\$3,302	\$3,676	\$3,935	\$3,935	\$3,935
Information Systems							
1-4150-6-390	CONTRACT SERVICE				\$30,002	\$30,002	\$30,002
1-4150-6-740	SOFTWARE	\$3,500	\$3,982	\$4,200	\$220	\$220	\$220
1-4150-6-741	EQUIPMENT	\$500		\$500	\$500	\$500	\$500
1-4150-6-830	TRAINING	\$1,000	\$746	\$1,000	\$1,000	\$1,000	\$1,000
TOTAL INFORMATION SYSTEMS		\$5,000	\$4,728	\$5,700	\$31,722	\$31,722	\$31,722
Budget Committee							
1-4150-9-120	PART TIME SALARIES	\$2,488	\$1,245	\$1,466	\$1,495	\$1,495	\$1,495
1-4150-9-220	SOCIAL SECURITY	\$154	\$75	\$91	\$94	\$94	\$94
1-4150-9-225	MEDICARE	\$36	\$18	\$21	\$21	\$21	\$21
1-4150-9-260	WORKERS' COMPENSATION	\$5	\$5	\$3	\$3	\$3	\$3
1-4150-9-390	TRAINING PROGRAMS	\$100	\$70	\$100	\$100	\$100	\$100
1-4150-9-620	OFFICE SUPPLIES	\$400	\$31	\$200	\$200	\$200	\$200
1-4150-9-625	ENVELOPES AND POSTAGE	\$55		\$25	\$25	\$25	\$25
1-4150-9-810	ADVERTISING	\$165	\$194	\$200	\$200	\$200	\$200
TOTAL BUDGET COMMITTEE		\$3,403	\$1,638	\$2,106	\$2,138	\$2,138	\$2,138
Community Development/Planning							
1-4191-1-110	FULL TIME SALARIES	\$85,105	\$83,947	\$87,689	\$89,422	\$89,422	\$89,422
1-4191-1-120	PART TIME SALARIES	\$10,448	\$9,236	\$10,763	\$10,978	\$10,978	\$10,978
1-4191-1-140	OVERTIME	\$860	\$475	\$5304	\$5,410	\$5,410	\$5,410
1-4191-1-210	GROUP INSURANCE - MEDICAL	\$22,944	\$14,315	\$15,154	\$15,154	\$15,154	\$15,154
1-4191-1-211	GROUP INSURANCE - DENTAL	\$768	\$774	\$840	\$840	\$840	\$840
1-4191-1-215	GROUP INSURANCE - LIFE	\$1,212	\$1,254	\$1,213	\$1,213	\$1,213	\$1,213
1-4191-1-220	SOCIAL SECURITY	\$5,978	\$5,808	\$6,432	\$6,562	\$6,562	\$6,562
1-4191-1-225	MEDICARE	\$1,398	\$1,358	\$1,504	\$1,534	\$1,534	\$1,534

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4191-1-230	RETIREMENT	\$4,840	\$4,274	\$6,120	\$6,242	\$6,242	\$6,242
1-4191-1-260	WORKERS' COMPENSATION	\$193	\$193	\$207	\$211	\$211	\$211
1-4191-1-320	LEGAL SERVICES	\$10,000	\$3,240	\$10,000	\$10,000	\$10,000	\$10,000
1-4191-1-341	TELEPHONE	\$1,915	\$775	\$1,915	\$1,500	\$1,500	\$1,500
1-4191-1-360	CONTRACT SERVICE	\$25,000	\$300	\$25,000	\$25,000	\$25,000	\$25,000
1-4191-1-350	PRINTING	\$4,200	\$1,535	\$4,326	\$4,326	\$4,326	\$4,326
1-4191-1-560	DUES/MEETINGS	\$7,700	\$7,791	\$7,700	\$7,700	\$7,700	\$7,700
1-4191-1-570	EMPLOYEE REIMBURSEMENT	\$1,400	\$255	\$1,400	\$1,400	\$1,400	\$1,400
1-4191-1-610	COMPUTER SUPPLIES	\$500		\$500	\$500	\$500	\$500
1-4191-1-620	SUPPLIES	\$1,067	\$1,066	\$2,053	\$2,053	\$2,053	\$2,053
1-4191-1-625	POSTAGE	\$2,300	\$1,500	\$2,369	\$2,369	\$2,369	\$2,369
1-4191-1-630	MAINTENANCE OF EQUIPMENT	\$150		\$150	\$150	\$150	\$150
1-4191-1-690	MAPS	\$16,000	\$6,320	\$16,000	\$16,000	\$16,000	\$16,000
1-4191-1-740	OFFICE EQUIPMENT	\$3,400	\$3,400	\$2,000	\$2,000	\$2,000	\$2,000
1-4191-1-810	ADVERTISING	\$3,600	\$3,908	\$3,620	\$3,620	\$3,620	\$3,620
1-4191-1-820	RECORDING FEES	\$200		\$220	\$220	\$220	\$220
1-4191-1-830	TRAINING	\$900	\$640	\$900	\$900	\$900	\$900
TOTAL PLANNING		\$212,078	\$152,364	\$213,359	\$215,304	\$215,304	\$215,304
Zoning Board of Adjustment							
1-4191-3-120	PART TIME SALARIES	\$12,548	\$11,677	\$12,924	\$13,182	\$13,182	\$13,182
1-4191-3-220	SOCIAL SECURITY	\$778	\$724	\$801	\$817	\$817	\$817
1-4191-3-225	MEDICARE	\$182	\$169	\$187	\$191	\$191	\$191
1-4191-3-260	WORKERS' COMPENSATION	\$25	\$25	\$26	\$27	\$27	\$27
1-4191-3-320	LEGAL FEES	\$5,000	\$120	\$5,000	\$5,000	\$5,000	\$5,000
1-4191-3-355	PHOTO	\$50		\$50	\$50	\$50	\$50
1-4191-3-610	SUPPLIES	\$200	\$374	\$300	\$300	\$300	\$300
1-4191-3-625	POSTAGE	\$400	\$608	\$400	\$400	\$400	\$400
1-4191-3-810	ADVERTISING	\$1,000	\$2,518	\$2,568	\$2,568	\$2,568	\$2,568
1-4191-3-830	TRAINING	\$100	\$76	\$100	\$100	\$100	\$100
TOTAL ZONING		\$20,283	\$16,291	\$22,635	\$22,635	\$22,635	\$22,635
Municipal Building							
1-4194-1-110	FULL TIME SALARIES	\$27,868	\$27,744	\$29,903	\$21,321	\$21,321	\$21,321
1-4194-1-140	OVERTIME	\$3,483	\$2,531	\$3,483	\$3,553	\$3,553	\$3,553
1-4194-1-210	GROUP INSURANCE - MEDICAL	\$13,743	\$13,860	\$11,366	\$11,366	\$11,366	\$11,366
1-4194-1-211	GROUP INSURANCE - DENTAL	\$384	\$387	\$315	\$315	\$315	\$315
1-4194-1-215	GROUP INSURANCE - LIFE	\$460	\$369	\$369	\$369	\$369	\$369
1-4194-1-220	SOCIAL SECURITY	\$1,944	\$1,877	\$1,512	\$1,542	\$1,542	\$1,542
1-4194-1-225	MEDICARE	\$455	\$439	\$354	\$361	\$361	\$361
1-4194-1-230	RETIREMENT	\$1,574	\$1,643	\$1,439	\$1,468	\$1,468	\$1,468
1-4194-1-260	WORKERS' COMPENSATION	\$62	\$62	\$705	\$719	\$719	\$719
1-4194-1-390	CONTRACT SERVICES	\$27,700	\$17,462	\$27,396	\$27,396	\$27,396	\$27,396

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4194-1-410	ELECTRICITY	\$8,750	\$6,520	\$8,750	\$8,750	\$8,750	\$8,750
1-4194-1-411	NATURAL GAS	\$9,000	\$7,971	\$9,900	\$8,500	\$8,500	\$8,500
1-4194-1-413	SEWER BILLS	\$2,960	\$2,908	\$2,960	\$2,960	\$2,960	\$2,960
1-4194-1-570	EMPLOYEE REIMBURSEMENT	\$300	\$277	\$300	\$300	\$300	\$300
1-4194-1-610	PAINT	\$500		\$200	\$200	\$200	\$200
1-4194-1-630	BLDG REPAIR SUPPLIES	\$1,000	\$2,009	\$1,000	\$1,000	\$1,000	\$1,000
1-4194-1-640	TOOLS/MINOR REPAIRS	\$3,000	\$3,442	\$3,000	\$3,000	\$3,000	\$3,000
1-4194-1-650	SUPPLIES-GROUNDS	\$500		\$500	\$500	\$500	\$500
1-4194-1-741	NEW EQUIPMENT		\$139	\$500	\$500	\$500	\$500
	TOTAL MUNICIPAL BLDG	\$104,183	\$89,805	\$94,952	\$94,120	\$94,120	\$94,120
Town Pound							
1-4194-2-390	CONTRACT SERVICE	\$5		\$5	\$5	\$5	\$5
	TOTAL TOWN POUND	\$5		\$5	\$5	\$5	\$5
Bow Center School							
1-4194-4-410	ELECTRICITY/GAS	\$200	\$302	\$250	\$250	\$250	\$250
1-4194-4-430	BUILDING REPAIR	\$7,300	\$2,213	\$3,800	\$3,800	\$3,800	\$3,800
	TOTAL BOW CENTER SCHOOL	\$7,500	\$2,515	\$4,050	\$4,050	\$4,050	\$4,050
Old Town Hall							
1-4194-5-110	FULL TIME SALARIES 25% OVERTIME			\$6,968	\$7,107	\$7,107	\$7,107
1-4194-5-140	GROUP INSURANCE - MEDICAL			\$1,000	\$1,020	\$1,020	\$1,020
1-4194-5-210	GROUP INSURANCE - DENTAL			\$3,789	\$3,789	\$3,789	\$3,789
1-4194-5-211	GROUP - INSURANCE - LIFE			\$105	\$105	\$105	\$105
1-4194-5-215	SOCIAL SECURITY			\$123	\$124	\$124	\$124
1-4194-5-220	MEDICARE			\$494	\$504	\$504	\$504
1-4194-5-225	RETIREMENT			\$116	\$118	\$118	\$118
1-4194-5-260	WORKER'S COMPENSATION			\$470	\$479	\$479	\$479
1-4194-5-341	TELEPHONE			\$235	\$240	\$240	\$240
1-4194-5-390	CONTRACT SERVICES	\$299	\$113	\$625	\$299	\$299	\$299
1-4194-5-410	ELECTRICITY	\$5,000	\$6,048	\$1,500	\$1,500	\$1,500	\$1,500
1-4194-5-411	PROPANE GAS	\$850	\$980	\$1,000	\$1,000	\$1,000	\$1,000
1-4194-5-430	BUILDING REPAIRS	\$4,000	\$2,180	\$4,000	\$3,000	\$3,000	\$3,000
1-4194-5-570	MILEAGE	\$1,500	\$957	\$8,500	\$8,500	\$8,500	\$8,500
	TOTAL OLD TOWN HALL	\$100	\$14	\$100	\$100	\$100	\$100
	TOTAL OLD TOWN HALL	\$11,749	\$10,292	\$29,025	\$27,885	\$27,885	\$27,885
Bow Bog Meeting House							
1-4194-8-390	CONTRACT SERVICE	\$100	\$367	\$600	\$600	\$600	\$600
1-4194-8-410	ELECTRICITY	\$140		\$150	\$150	\$150	\$150
1-4194-8-430	REPAIRS	\$8,900	\$9,822	\$500	\$500	\$500	\$500
	TOTAL BOW BOG MEETING HOUSE	\$9,140	\$10,373	\$1,250	\$1,250	\$1,250	\$1,250
Cemeteries							
1-4195-1-110	FULL TIME SALARIES			\$21,716	\$36,628	\$36,628	\$36,628
1-4195-1-125	SEASONAL/TEMPORARY	\$44,377	\$35,709	\$29,397	\$15,042	\$15,042	\$15,042

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4195-1-140	OVERTIME			\$3,500	\$2,000	\$2,000	\$2,000
1-4195-1-210	GROUP INSURANCE - MEDICAL	\$6,806	\$5,834	\$6,549	\$14,032	\$14,032	\$14,032
1-4195-1-211	GROUP INSURANCE - DENTAL	\$224	\$192	\$210	\$420	\$420	\$420
1-4195-1-215	GROUP INSURANCE - LIFE	\$276	\$246	\$246	\$592	\$592	\$592
1-4195-1-220	SOCIAL SECURITY	\$2,751	\$2,325	\$3,169	\$3,137	\$3,137	\$3,137
1-4195-1-225	MEDICARE	\$643	\$544	\$741	\$739	\$739	\$739
1-4195-1-230	RETIREMENT	\$888	\$1,027	\$1,281	\$2,142	\$2,142	\$2,142
1-4195-1-230	WORKERS COMPENSATION	\$1,464	\$1,464	\$1,320	\$1,346	\$1,346	\$1,346
1-4195-1-280	CONTRACT SERVICES	\$2,000	\$1,929	\$24,000	\$2,150	\$2,150	\$2,150
1-4195-1-430	REPAIRS	\$800	\$792	\$800	\$800	\$800	\$800
1-4195-1-610	PAINT	\$200	\$10	\$400	\$400	\$400	\$400
1-4195-1-650	LANDSCAPE SUPPLIES	\$4,250	\$1,766	\$4,350	\$4,350	\$4,350	\$4,350
1-4195-1-680	CEMETERY SUPPLIES	\$2,950	\$2,721	\$1,150	\$1,150	\$1,150	\$1,150
1-4195-1-690	MOWER PARTS	\$600	\$955	\$1,500	\$1,500	\$1,500	\$1,500
1-4195-1-691	TOOLS	\$150	\$78	\$75	\$75	\$75	\$75
1-4195-1-740	NEW EQUIPMENT			\$75	\$75	\$75	\$75
TOTAL CEMETERIES		\$66,379	\$55,592	\$100,479	\$66,578	\$66,578	\$66,578
Property Insurance							
1-4196-2-520	PROPERTY & LIABILITY	\$65,000	\$55,134	\$65,000	\$65,000	\$65,000	\$65,000
TOTAL PROPERTY INSURANCE		\$65,000	\$55,134	\$65,000	\$65,000	\$65,000	\$65,000
Business Development							
1-4197-1-320	LEGAL SERVICES	\$1,000		\$1,000	\$1,000	\$1,000	\$1,000
1-4197-1-390	OUTSIDE SERVICE	\$3,500		\$3,500	\$3,500	\$3,500	\$3,500
1-4197-1-391	MARKETING	\$1,500		\$3,500	\$3,500	\$3,500	\$3,500
1-4197-1-550	PRINTING	\$1,500	\$166	\$1,500	\$1,500	\$1,500	\$1,500
1-4197-1-560	DUES & MEMBERSHIPS &	\$200	\$100	\$200	\$200	\$200	\$200
1-4197-1-570	EMPLOYEE REIMBURSEMENT	\$500		\$500	\$500	\$500	\$500
1-4197-1-610	SUPPLIES	\$200	\$187	\$200	\$200	\$200	\$200
1-4197-1-625	POSTAGE	\$500	\$146	\$500	\$500	\$500	\$500
1-4197-1-830	TRAINING	\$500	\$295	\$500	\$500	\$500	\$500
TOTAL BUSINESS DEVELOPMENT		\$9,400	\$894	\$11,400	\$11,400	\$11,400	\$11,400
Historical Commission							
1-4199-1-620	SUPPLIES			\$350	\$350	\$350	\$350
1-4199-1-680	PRESERVATION & RESTORATION	\$850	\$855	\$1,454	\$1,900	\$1,900	\$1,900
1-4199-1-690	OTHER MISCELLANEOUS	\$2,000	\$1,900	\$600	\$600	\$600	\$600
TOTAL HISTORICAL COMMISSION		\$2,850	\$2,755	\$2,404	\$2,850	\$2,850	\$2,850
Police							
1-4210-1-110	FULL TIME SALARIES GROUP	\$395,226	\$347,903	\$387,011	\$387,876	\$387,876	\$387,876
1-4210-1-111	FULL TIME SALARIES GROUP	\$32,261	\$31,589	\$32,264	\$32,910	\$32,910	\$32,910
1-4210-1-120	PART TIME SALARIES	\$20,670	\$24,647	\$26,701	\$26,701	\$26,701	\$26,701
1-4210-1-140	OVERTIME	\$33,336	\$40,994	\$40,000	\$40,000	\$40,000	\$40,000

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4210-1-141	HOLIDAY PAY	\$3,699	\$17,460	\$9,748	\$9,748	\$9,748	\$9,748
1-4210-1-190	OTHER COMPENSATION -	\$25,600	\$33,568	\$25,600	\$25,600	\$25,600	\$25,600
1-4210-1-210	GROUP INSURANCE - MEDICAL	\$94,447	\$88,153	\$105,520	\$105,520	\$105,520	\$105,520
1-4210-1-211	GROUP INSURANCE - DENTAL	\$4,224	\$3,031	\$4,616	\$4,616	\$4,616	\$4,616
1-4210-1-215	GROUP INSURANCE - LIFE	\$6,384	\$6,205	\$6,234	\$6,234	\$6,234	\$6,234
1-4210-1-220	SOCIAL SECURITY	\$3,364	\$3,851	\$3,911	\$3,989	\$3,989	\$3,989
1-4210-1-225	MEDICARE	\$7,493	\$7,316	\$7,559	\$7,591	\$7,591	\$7,591
1-4210-1-230	RETIREMENT	\$31,179	\$31,179	\$40,487	\$40,527	\$40,527	\$40,527
1-4210-1-260	WORKERS' COMPENSATION	\$9,222	\$9,222	\$9,360	\$9,361	\$9,361	\$9,361
1-4210-1-341	TELEPHONE	\$6,384	\$8,217	\$7,500	\$7,500	\$7,500	\$7,500
1-4210-1-342	CRIME LINE	\$500		\$500	\$500	\$500	\$500
1-4210-1-350	BLOOD TESTIMED EXP	\$475	\$507	\$400	\$400	\$400	\$400
1-4210-1-351	ANIMAL CONTROL	\$475	\$509	\$500	\$500	\$500	\$500
1-4210-1-355	PHOTO SUPPLIES	\$1,000	\$940	\$1,000	\$1,000	\$1,000	\$1,000
1-4210-1-390	CONTRACT SERVICES	\$32,660	\$28,391	\$34,900	\$34,900	\$34,900	\$32,500
1-4210-1-430	REPAIRS AND MAINTENANCE	\$1,800	\$1,762	\$1,800	\$1,800	\$1,800	\$1,800
1-4210-1-431	REPAIRS TO UNIFORMS/CLOTHING	\$10,601	\$9,181	\$8,701	\$8,701	\$8,701	\$8,701
1-4210-1-432	RADIO/RADAR REPAIRS	\$700	\$132	\$700	\$700	\$700	\$700
1-4210-1-550	PRINTING-ADVERTISING	\$1,750	\$1,663	\$1,750	\$1,750	\$1,750	\$1,750
1-4210-1-560	DUES-MEETINGS	\$1,525	\$1,403	\$1,525	\$1,525	\$1,525	\$1,525
1-4210-1-570	EMPLOYEE REIMBURSEMENT	\$100	\$39	\$100	\$100	\$100	\$100
1-4210-1-620	OFFICE SUPPLIES	\$2,500	\$2,353	\$2,500	\$2,500	\$2,500	\$2,500
1-4210-1-621	MEALS FOR PRISONERS	\$50	\$19	\$50	\$50	\$50	\$50
1-4210-1-625	POSTAGE	\$1,000	\$1,236	\$1,000	\$1,000	\$1,000	\$1,000
1-4210-1-635	GASOLINE	\$15,840	\$11,857	\$12,768	\$12,768	\$12,768	\$12,768
1-4210-1-660	AUTO PARTS	\$3,500	\$4,848	\$3,500	\$3,500	\$3,500	\$3,500
1-4210-1-661	OIL-GREASE	\$545	\$489	\$545	\$545	\$545	\$545
1-4210-1-662	TIRES	\$2,300	\$1,624	\$2,000	\$2,000	\$2,000	\$2,000
1-4210-1-663	BATTERIES	\$210	\$162	\$200	\$200	\$200	\$200
1-4210-1-670	MANUALS - BOOKS	\$1,785	\$2,185	\$1,785	\$1,785	\$1,785	\$1,785
1-4210-1-680	SPEC. POLICE EQUIPMENT/SUPPLIES	\$5,345	\$5,758	\$5,390	\$5,390	\$5,390	\$5,390
1-4210-1-681	FLASHLIGHTS/LAMPS			\$350	\$350	\$350	\$350
1-4210-1-682	SPECIAL POLICE DEPT	\$4,550	\$3,736	\$1,295	\$1,295	\$1,295	\$1,295
1-4210-1-730	OTHER IMPROVEMENTS	\$750	\$985	\$750	\$750	\$750	\$750
1-4210-1-740	RADIO EQUIPMENT	\$6,000	\$7,362	\$6,000	\$6,000	\$6,000	\$6,000
1-4210-1-760	AUTO EQUIPMENT	\$26,500	\$51,407	\$23,000	\$23,000	\$23,000	\$23,000
1-4210-1-830	TRAINING/MATCHING	\$10,225	\$5,881	\$10,000	\$10,000	\$10,000	\$10,000
TOTAL POLICE		\$812,780	\$797,744	\$829,520	\$831,182	\$808,182	\$805,782
Crime Line							
1-4210-2-390	CRIME LINE	\$500					

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
Dispatch							
1-4210-5-110	FULL TIME SALARIES	\$143,585	\$122,019	\$142,777	\$142,777	\$142,777	\$142,777
1-4210-5-120	PART TIME SALARIES	\$25,568	\$18,337	\$26,000	\$26,000	\$26,000	\$26,000
1-4210-5-140	OVERTIME	\$9,950	\$12,534	\$10,000	\$10,000	\$10,000	\$10,000
1-4210-5-141	HOLIDAY	\$4,968	\$6,707	\$4,900	\$4,900	\$4,900	\$4,900
1-4210-5-210	GROUP INSURANCE - MEDICAL	\$45,603	\$37,601	\$35,641	\$35,641	\$35,641	\$35,641
1-4210-5-211	GROUP INSURANCE - DENTAL	\$2,304	\$2,015	\$2,098	\$2,098	\$2,098	\$2,098
1-4210-5-215	GROUP INSURANCE - LIFE	\$2,519	\$2,195	\$2,462	\$2,462	\$2,462	\$2,462
1-4210-5-220	SOCIAL SECURITY	\$11,412	\$10,134	\$11,307	\$11,307	\$11,307	\$11,307
1-4210-5-225	MEDICARE	\$2,669	\$2,372	\$2,645	\$2,645	\$2,645	\$2,645
1-4210-5-230	RETIREMENT	\$9,240	\$7,153	\$10,473	\$10,473	\$10,473	\$10,473
1-4210-5-260	WORKERS' COMPENSATION	\$368	\$368	\$347	\$347	\$347	\$347
1-4210-5-341	TELEPHONES	\$1,586	\$5,238	\$6,000	\$6,000	\$6,000	\$6,000
1-4210-5-390	CONTRACT SERVICES	\$30,200	\$24,847	\$33,100	\$33,100	\$33,100	\$33,100
1-4210-5-430	RADIOS AND RADIO REPAIRS	\$6,000	\$5,426	\$6,000	\$6,000	\$6,000	\$6,000
1-4210-5-550	PRINTING	\$300	\$207	\$300	\$300	\$300	\$300
1-4210-5-560	DUES/MEMBERSHIPS	\$200	\$322	\$210	\$210	\$210	\$210
1-4210-5-615	UNIFORMS	\$1,000	\$651	\$1,000	\$1,000	\$1,000	\$1,000
1-4210-5-620	OFFICE SUPPLIES	\$2,500	\$2,997	\$3,000	\$3,000	\$3,000	\$3,000
1-4210-5-680	SPECIAL DISPATCH	\$1,000	\$814	\$600	\$600	\$600	\$600
1-4210-5-730	OTHER IMPROVEMENTS	\$5,000	\$3,890	\$5,000	\$5,000	\$5,000	\$5,000
1-4210-5-830	TRAINING	\$1,000	\$522	\$1,000	\$1,000	\$1,000	\$1,000
TOTAL DISPATCH		\$306,983	\$266,349	\$304,860	\$304,860	\$304,860	\$304,860
Police Facility							
1-4210-8-390	CONTRACT SERVICE	\$4,800	\$5,006	\$4,800	\$4,800	\$4,800	\$4,800
1-4210-8-410	ELECTRICITY	\$5,700	\$7,409	\$6,000	\$6,000	\$6,000	\$6,000
1-4210-8-411	NATURAL GAS	\$13,500	\$6,719	\$7,500	\$7,500	\$7,500	\$7,500
1-4210-8-430	FACILITY MAINTENANCE	\$1,500	\$1,694	\$2,500	\$2,500	\$2,500	\$2,500
1-4210-8-610	SUPPLIES	\$250	\$320	\$350	\$350	\$350	\$350
1-4210-8-640	CUSTODIAL SUPPLIES	\$2,061	\$760	\$2,000	\$2,000	\$2,000	\$2,000
1-4210-8-720	BUILDING REPAIRS	\$10,000	\$5,028	\$10,000	\$10,000	\$10,000	\$10,000
TOTAL POLICE FACILITY		\$37,811	\$26,936	\$33,150	\$33,150	\$33,150	\$33,150
Fire							
1-4220-2-110	FULL TIME SALARIES GROUP	\$78,435	\$90,890	\$130,884	\$133,502	\$133,502	\$133,502
1-4220-2-120	CALL DEPT. SALARIES	\$74,033	\$75,797	\$72,510	\$73,960	\$73,960	\$73,960
1-4220-2-125	FORESTRY SALARIES	\$1,000	\$6,327	\$1,000	\$1,020	\$1,020	\$1,020
1-4220-2-140	OVERTIME	\$9,180	\$23,946	\$15,000	\$9,000	\$9,000	\$9,000
1-4220-2-210	GROUP INSURANCE - MEDICAL	\$30,372	\$23,946	\$47,992	\$44,063	\$44,063	\$44,063
1-4220-2-211	GROUP INSURANCE - DENTAL	\$768	\$710	\$1,152	\$1,152	\$1,152	\$1,152
1-4220-2-215	GROUP INSURANCE - LIFE	\$978	\$980	\$978	\$978	\$978	\$978
1-4220-2-220	SOCIAL SECURITY	\$4,562	\$4,698	\$8,115	\$8,277	\$8,277	\$8,277

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4220-2-225	MEDICARE	\$2,358	\$2,509	\$1,898	\$1,936	\$1,936	\$1,936
1-4220-2-230	RETIREMENT	\$8,788	\$9,862	\$8,651	\$8,824	\$8,824	\$8,824
1-4220-2-260	WORKERS' COMPENSATION	\$6,440	\$6,440	\$8,479	\$8,649	\$8,649	\$8,649
1-4220-2-341	TELEPHONE	\$958	\$1,774	\$1,260	\$1,260	\$1,260	\$1,260
1-4220-2-350	MEDICAL FEES	\$1,500		\$800	\$800	\$800	\$800
1-4220-2-390	CONTRACT SERVICES	\$85,000	\$72,362	\$84,000	\$84,000	\$84,000	\$84,000
1-4220-2-430	SERVICE EXTINGUISHERS		\$3,775	\$800	\$800	\$800	\$800
1-4220-2-431	OUTSIDE REPAIRS	\$9,000	\$12,690	\$12,500	\$12,500	\$12,500	\$12,500
1-4220-2-432	RADIO REPAIRS	\$9,200	\$6,355	\$10,500	\$10,500	\$10,500	\$10,500
1-4220-2-440	EQUIPMENT RENTAL	\$50		\$5	\$5	\$5	\$5
1-4220-2-560	SUBSCRIPTIONS	\$1,500	\$1,379	\$1,000	\$1,000	\$1,000	\$1,000
1-4220-2-570	EMPLOYEE REIMBURSEMENT	\$1,500	\$947	\$1,500	\$1,500	\$1,500	\$1,500
1-4220-2-610	PAINT	\$1,000	\$5	\$1,000	\$1,000	\$1,000	\$1,000
1-4220-2-620	OFFICE SUPPLIES/PHOTO	\$4,000	\$1,880	\$3,900	\$3,900	\$3,900	\$3,900
1-4220-2-625	POSTAGE	\$200	\$77	\$300	\$300	\$300	\$300
1-4220-2-635	GASOLINE	\$750	\$66	\$500	\$500	\$500	\$500
1-4220-2-636	DIESEL	\$3,000	\$2,678	\$4,000	\$4,000	\$4,000	\$4,000
1-4220-2-660	AUTO PARTS	\$6,000	\$4,135	\$6,500	\$6,500	\$6,500	\$6,500
1-4220-2-661	OIL GREASE	\$1,500	\$433	\$1,500	\$1,500	\$1,500	\$1,500
1-4220-2-662	TIRES	\$2,500		\$2,500	\$2,500	\$2,500	\$2,500
1-4220-2-663	BATTERIES	\$750		\$750	\$750	\$750	\$750
1-4220-2-680	MISC. SUPPLIES	\$33,570	\$28,353	\$27,750	\$27,750	\$27,750	\$27,750
1-4220-2-740	NEW EQUIPMENT			\$5	\$5	\$5	\$5
1-4220-2-840	TRAINING	\$12,000	\$5,595	\$6,000	\$6,000	\$6,000	\$6,000
TOTAL FIRE		\$391,892	\$364,663	\$463,729	\$458,431	\$458,431	\$458,431
Fire Facility							
1-4220-8-390	CONTRACT SERVICE	\$18,000	\$4,031	\$1,000	\$1,000	\$1,000	\$1,000
1-4220-8-410	ELECTRICITY	\$4,000	\$4,813	\$4,000	\$4,000	\$4,000	\$4,000
1-4220-8-411	NATURAL GAS	\$8,250	\$5,652	\$9,000	\$7,000	\$7,000	\$7,000
1-4220-8-413	SEWER FEES	\$2,960	\$2,960	\$3,000	\$3,000	\$3,000	\$3,000
1-4220-8-430	BUILDING REPAIRS	\$35,000	\$28,724	\$1,500	\$1,500	\$1,500	\$1,500
1-4220-8-610	PAINT	\$1,000		\$1,000	\$1,000	\$1,000	\$1,000
1-4220-8-630	REPLACEMENT OF LIGHTS	\$500		\$200	\$200	\$200	\$200
1-4220-8-640	CUSTODIAL SUPPLIES	\$1,500	\$1,126	\$3,000	\$3,000	\$3,000	\$3,000
1-4220-8-740	NEW EQUIPMENT	\$5		\$5	\$5	\$5	\$5
TOTAL FIRE FACILITY		\$71,215	\$47,306	\$22,705	\$20,705	\$20,705	\$20,705
Rescue Facility							
1-4220-9-341	TELEPHONE	\$399	\$84	\$500	\$500	\$500	\$500
1-4220-9-390	CONTRACT SERVICES	\$5,500	\$2,043	\$1,500	\$1,500	\$1,500	\$1,500

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4220-9-411	NATURAL GAS	\$2,000	\$969	\$2,500	\$2,000	\$2,000	\$2,000
1-4220-9-430	BUILDING REPAIRS	\$500	\$444	\$1,000	\$1,000	\$1,000	\$1,000
1-4220-9-490	FIRE ALARM TO CONCORD	\$5	\$5	\$5	\$5	\$5	\$5
1-4220-9-640	CUSTODIAL SUPPLIES	\$250	\$56	\$500	\$500	\$500	\$500
TOTAL RESCUE FACILITY		\$8,654	\$3,596	\$6,005	\$5,505	\$5,505	\$5,505
TOTAL PUBLIC SAFETY FIRE & RESCUE		\$471,761	\$415,555	\$492,439	\$484,641	\$484,641	\$484,641
Building Inspection							
1-4240-1-110	FULL TIME SALARIES	\$45,616	\$45,249	\$69,707	\$71,101	\$71,101	\$67,367
1-4240-1-120	PART TIME SALARIES	\$8,390	\$8,088				
1-4240-1-140	OVERTIME			\$1,000	\$1,020	\$1,020	\$1,000
1-4240-1-210	GROUP INSURANCE-MEDICAL	\$5,834	\$7,265	\$13,179	\$13,179	\$13,179	\$19,810
1-4240-1-211	GROUP INSURANCE - DENTAL	\$384	\$451	\$839	\$839	\$839	\$734
1-4240-1-215	GROUP INSURANCE - LIFE	\$629	\$629	\$983	\$983	\$983	\$983
1-4240-1-220	SOCIAL SECURITY	\$3,348	\$3,290	\$4,312	\$4,398	\$4,398	\$4,239
1-4240-1-225	MEDICARE	\$783	\$773	\$1,008	\$1,028	\$1,028	\$991
1-4240-1-230	RETIREMENT	\$2,290	\$2,119	\$3,953	\$4,032	\$4,032	\$3,712
1-4240-1-260	WORKERS' COMPENSATION	\$2,229	\$2,229	\$2,229	\$2,274	\$2,274	\$2,241
1-4240-1-341	TELEPHONE	\$718	\$774	\$950	\$950	\$950	\$950
1-4240-1-390	CONTRACT SERVICES	\$6,000	\$2,778	\$6,980	\$6,980	\$6,980	\$6,980
1-4240-1-430	EQUIPMENT REPAIRS	\$250	\$145	\$250	\$250	\$250	\$250
1-4240-1-550	PRINTING			\$1,375	\$1,375	\$1,375	\$1,375
1-4240-1-560	DUES & MEMBERSHIPS	\$500		\$500	\$500	\$500	\$500
1-4240-1-620	SUPPLIES AND FURNITURE	\$2,200	\$3,402	\$1,325	\$1,325	\$1,325	\$1,325
1-4240-1-625	POSTAGE	\$200	\$88	\$100	\$100	\$100	\$100
1-4240-1-635	GASOLINE	\$800	\$710	\$800	\$800	\$800	\$800
1-4240-1-660	AUTO PARTS	\$1,000	\$398	\$1,000	\$500	\$500	\$500
1-4240-1-670	MANUALS-DIRECTORIES	\$50	\$105	\$50	\$50	\$50	\$50
1-4240-1-740	EQUIPMENT	\$1,000	\$1,131	\$28,130	\$19,000	\$19,000	\$19,000
1-4240-1-830	TRAINING		\$195	\$400	\$400	\$400	\$400
TOTAL BUILDING INSPECTION		\$82,371	\$79,819	\$139,070	\$131,084	\$131,084	\$133,307
Building Code Appeals Board							
1-4242-1-120	PART TIME SALARIES	\$5	\$5	\$5	\$5	\$5	\$5
TOTAL BLDG. CODE APPEALS BOARD		\$5	\$5	\$5	\$5	\$5	\$5
Emergency Management							
1-4290-1-341	TELEPHONE	\$798	\$2,066	\$2,000	\$2,000	\$2,000	\$2,000
1-4290-1-390	OUTSIDE SERVICE	\$5	\$5	\$5	\$5	\$5	\$5
1-4290-1-560	SUBSCRIPTIONS	\$5	\$5	\$5	\$5	\$5	\$5
1-4290-1-620	SUPPLIES	\$5	\$5	\$5	\$5	\$5	\$5
1-4290-1-740	OFFICE EQUIPMENT	\$5	\$5	\$5	\$5	\$5	\$5
1-4290-1-830	TRAINING	\$5	\$5	\$5	\$5	\$5	\$5

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
TOTAL EMERGENCY MANAGEMENT		\$823	\$2,066	\$2,025	\$2,025	\$2,025	\$2,025
Public Works							
1-4311-1-110	FULL TIME SALARIES	\$386,141	\$384,677	\$393,034	\$403,954	\$403,954	\$403,954
1-4311-1-120	PART TIME SALARIES			\$9,668	\$9,861	\$9,861	\$9,861
1-4311-1-125	SEASONAL/TEMPORARY			\$19,808			
1-4311-1-140	OVERTIME	\$61,491	\$60,209	\$66,500	\$67,830	\$67,830	\$67,830
1-4311-1-210	GROUP INSURANCE - MEDICAL	\$139,491	\$118,348	\$167,692	\$160,209	\$160,209	\$160,209
1-4311-1-211	GROUP INSURANCE - DENTAL	\$4,799	\$4,127	\$5,455	\$5,175	\$5,175	\$5,175
1-4311-1-215	GROUP INSURANCE - LIFE	\$6,714	\$5,559	\$6,586	\$6,377	\$6,377	\$6,377
1-4311-1-220	SOCIAL SECURITY	\$26,637	\$26,259	\$31,136	\$30,659	\$30,659	\$30,659
1-4311-1-225	MEDICARE	\$6,230	\$6,141	\$7,282	\$6,995	\$6,995	\$6,995
1-4311-1-230	RETIREMENT	\$21,568	\$20,699	\$27,459	\$28,008	\$28,008	\$28,008
1-4311-1-260	WORKERS' COMPENSATION	\$25,982	\$25,982	\$23,762	\$24,237	\$24,237	\$24,237
1-4311-1-341	TELEPHONE	\$1,995	\$2,874	\$2,195	\$2,195	\$2,195	\$2,195
1-4311-1-390	CONTRACT SERVICES			\$1,380	\$1,380	\$1,380	\$1,380
1-4311-1-620	OFFICE SUPPLIES	\$500	\$633	\$500	\$500	\$500	\$500
DPW DIRECTOR'S OFFICE		\$681,548	\$635,508	\$762,457	\$747,380	\$747,380	\$747,380
Paving & Reconstruction							
1-4312-1-394	CONTRACT SERVICES	\$20,000	\$18,052	\$40,000	\$40,000	\$40,000	\$40,000
1-4312-1-394	MARK TRAFFIC LINES/TREE			\$20,350	\$20,350	\$20,350	\$20,350
1-4312-1-440	RENTAL OF EQUIPMENT	\$2,500	\$200	\$2,500	\$2,500	\$2,500	\$2,500
1-4312-1-610	HAND TOOLS	\$1,650	\$541	\$1,650	\$1,650	\$1,650	\$1,650
1-4312-1-630	BUILDING MATERIALS	\$11,500	\$1,799	\$1,500	\$1,500	\$1,500	\$1,500
1-4312-1-650	LANDSCAPE MATERIALS	\$1,500	\$653	\$1,500	\$1,500	\$1,500	\$1,500
1-4312-1-680	ASPHALT	\$292,505	\$242,249	\$293,000	\$293,000	\$225,000	\$225,000
PAVING AND RECONSTRUCTION		\$329,655	\$263,494	\$360,500	\$360,500	\$292,500	\$292,500
Cleaning & Maintenance							
1-4312-2-390	CONTRACT SERVICES	\$34,250	\$33,232	\$36,100	\$36,100	\$36,100	\$36,100
1-4312-2-395	OUTSIDE REPAIRS TO EQUIP	\$3,500	\$2,339	\$3,500	\$3,500	\$3,500	\$3,500
1-4312-2-396	TORCH GASES	\$3,000	\$2,022	\$3,000	\$3,000	\$3,000	\$3,000
1-4312-2-430	RADIO/REPAIRS	\$4,600	\$1,863	\$4,600	\$4,600	\$4,600	\$4,600
1-4312-2-610	PAINT	\$4,000	\$3,442	\$4,000	\$4,000	\$4,000	\$4,000
1-4312-2-613	TRAFFIC CONTROL SUPPLIES	\$3,000	\$2,950	\$3,000	\$3,000	\$3,000	\$3,000
1-4312-2-615	UNIFORMS CLOTHING	\$9,690	\$7,755	\$9,900	\$9,900	\$9,900	\$9,900
1-4312-2-616	FIRST AID SUPPLIES	\$500	\$472	\$500	\$500	\$500	\$500
1-4312-2-619	STEEL IRON	\$1,500	\$332	\$1,500	\$1,500	\$1,500	\$1,500
1-4312-2-635	GASOLINE	\$5,000	\$7,271	\$8,750	\$8,750	\$8,750	\$8,750
1-4312-2-636	DIESEL FUEL	\$24,000	\$29,471	\$52,500	\$40,000	\$40,000	\$40,000
1-4312-2-640	GUARDRAIL			\$10,000	\$10,000	\$10,000	\$10,000
1-4312-2-660	AUTO PARTS SUPPLIES	\$40,000	\$32,981	\$40,000	\$40,000	\$40,000	\$40,000
1-4312-2-661	GREASE-OIL	\$1,000	\$1,482	\$1,000	\$1,000	\$1,000	\$1,000

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4312-2-662	TIRES	\$7,000	\$5,393	\$6,000	\$6,000	\$6,000	\$6,000
1-4312-2-670	MANUALS	\$150	\$144	\$150	\$150	\$150	\$150
1-4312-2-680	DOG POUND		\$168				
1-4312-2-740	REPLACE EQUIPMENT	\$3,500	\$2,343	\$4,000	\$4,000	\$4,000	\$4,000
1-4312-2-741	NEW EQUIPMENT	\$6,600	\$1,071	\$5,950	\$5,950	\$5,950	\$5,950
1-4312-2-830	TRAINING PROGRAMS	\$2,000	\$983	\$2,000	\$2,000	\$2,000	\$2,000
	CLEANING AND MAINTENANCE	\$153,290	\$135,714	\$196,450	\$183,950	\$183,950	\$183,950
Storm Drains							
1-4312-3-611	DRAINAGE MATERIALS	\$4,000	\$2,576	\$11,000	\$11,000	\$5,500	\$5,500
	STORM DRAINS	\$4,000	\$2,576	\$11,000	\$11,000	\$5,500	\$5,500
Snow & Ice Control							
1-4312-5-390	SNOW REMOVAL-SANDING	\$3,000	\$24	\$3,000	\$3,000	\$3,000	\$3,000
1-4312-5-680	PLOW BLADES-PARTS	\$12,000	\$14,937	\$12,000	\$12,000	\$12,000	\$12,000
1-4312-5-681	SALT	\$63,000	\$55,897	\$73,000	\$73,000	\$73,000	\$73,000
1-4312-5-686	MAGNESIUM CHLORIDE	\$80,000	\$74,847	\$70,000	\$70,000	\$70,000	\$70,000
1-4312-5-691	TIRE CHAINS	\$1,500	\$1,206	\$1,500	\$1,500	\$1,500	\$1,500
	SNOW AND ICE CONTROL	\$159,500	\$146,911	\$159,500	\$159,500	\$159,500	\$159,500
1-4312-8-390	CONTRACT SERVICES	\$14,700	\$12,413	\$14,700	\$14,700	\$14,700	\$14,700
1-4312-8-397	WELL TESTING OLD TOWN	\$7,500	\$21,712	\$31,000	\$28,000	\$28,000	\$28,000
1-4312-8-410	ELECTRICITY	\$13,300	\$15,917	\$18,000	\$18,000	\$18,000	\$18,000
1-4312-8-411	NATURAL GAS	\$31,500	\$33,165	\$34,650	\$34,650	\$34,650	\$34,650
1-4312-8-430	BUILDING REPAIRS	\$6,700	\$6,160	\$6,700	\$6,700	\$6,700	\$6,700
1-4312-8-610	PAINT FIRE EXTINGUISHERS	\$200	\$417	\$500	\$500	\$500	\$500
1-4312-8-640	CUSTODIAL SUPPLIES	\$600	\$182	\$600	\$600	\$600	\$600
1-4312-8-641	LANDSCAPE SUPPLIES	\$150		\$150	\$150	\$150	\$150
1-4312-8-720	BUILDING REPAIRS	\$1,000	\$362	\$1,000	\$1,000	\$1,000	\$1,000
1-4312-8-740	EQUIPMENT	\$350	\$80	\$350	\$350	\$350	\$350
1-4312-8-750	FURNITURE & FIXTURES		\$80		\$1,350	\$1,350	\$1,350
	PUBLIC WORKS FACILITY	\$76,000	\$90,408	\$109,000	\$106,000	\$106,000	\$106,000
TOTAL PUBLIC WORKS							
		\$1,403,993	\$1,274,611	\$1,598,907	\$1,568,330	\$1,494,830	\$1,494,830
Street Lighting							
1-4316-3-410	ELECTRICITY	\$42,000	\$40,305	\$42,000	\$42,000	\$42,000	\$42,000
	TOTAL STREET LIGHTING	\$42,000	\$40,305	\$42,000	\$42,000	\$42,000	\$42,000
Solid Waste Disposal							
1-4324-1-120	PART TIME SALARIES	\$13,788	\$12,205	\$12,281	\$12,527	\$12,527	\$12,527
1-4324-1-215	GROUP INSURANCE - LIFE	\$140	\$144	\$246	\$246	\$246	\$246
1-4324-1-220	SOCIAL SECURITY	\$855	\$757	\$776	\$776	\$776	\$776
1-4324-1-225	MEDICARE	\$200	\$177	\$182	\$182	\$182	\$182
1-4324-1-260	WORKERS' COMPENSATION	\$26	\$26	\$620	\$632	\$632	\$632
1-4324-1-390	CONCORD REGIONAL SOLID	\$285,000	\$264,920	\$265,000	\$265,000	\$265,000	\$265,000

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4324-1-391	CONTRACTED S W	\$186,000	\$161,124	\$215,460	\$215,460	\$215,460	\$215,460
1-4324-1-392	DISPOSAL OF USED OIL	\$250	\$273	\$500	\$500	\$500	\$500
1-4324-1-393	APPLIANCES	\$500		\$500	\$500	\$500	\$500
1-4324-1-395	DISPOSAL OF TIRES	\$200		\$200	\$200	\$200	\$200
1-4324-1-396	DISP. OF METAL	\$1,300	\$2,942	\$1,430	\$1,430	\$1,430	\$1,430
1-4324-1-397	WELL TESTING	\$12,000	\$8,350	\$12,000	\$12,000	\$12,000	\$12,000
1-4324-1-403	DISPOSAL OF BRUSH	\$1,500		\$1,500	\$1,500	\$1,500	\$1,500
1-4324-1-560	DUES	\$500		\$100	\$100	\$100	\$100
1-4324-1-561	MEETING EXPENSE	\$100		\$100	\$100	\$100	\$100
1-4324-1-613	TRAFFIC CONTROL	\$500	\$176	\$100	\$100	\$100	\$100
1-4324-1-620	SUPPLIES	\$500	\$31	\$800	\$800	\$800	\$800
1-4324-1-830	TRAINING	\$100	\$50	\$300	\$300	\$300	\$300
1-4324-4-390	RECYCLING	\$20,000	\$14,650	\$20,000	\$20,000	\$2,500	\$2,500
1-4324-4-402	HAZARDOUS WASTE DIS.	\$20,000	\$15,026	\$20,000	\$20,000	\$20,000	\$20,000
TOTAL SOLID WASTE DISPOSAL		\$523,459	\$481,351	\$652,476	\$552,753	\$535,253	\$536,753
Health Agencies							
1-4415-2-560	VISITING NURSE	\$6,300	\$6,300	\$6,300	\$6,300	\$6,300	\$6,300
1-4415-2-561	COMMUNITY ACTION	\$2,000	\$2,000	\$2,100	\$2,100	\$2,100	\$2,100
TOTAL HEALTH AGENCIES		\$8,300	\$8,300	\$8,400	\$8,400	\$8,400	\$8,400
Welfare							
1-4442-1-120	PART TIME SALARIES	\$3,552	\$2,800	\$3,858	\$3,935	\$3,935	\$3,935
1-4442-1-220	SOCIAL SECURITY	\$220	\$174	\$227	\$232	\$232	\$232
1-4442-1-225	MEDICARE	\$52	\$41	\$53	\$54	\$54	\$54
1-4442-1-260	WORKERS' COMPENSATION	\$71	\$71	\$73	\$74	\$74	\$74
1-4442-1-560	MEETING EXPENSE	\$250	\$260	\$300	\$300	\$300	\$300
1-4442-1-620	OFFICE SUPPLIES	\$200	\$305	\$100	\$100	\$100	\$100
1-4442-1-622	COMPUTER SYSTEM	\$100	\$100	\$100	\$100	\$100	\$100
1-4442-1-625	POSTAGE	\$75	\$16	\$75	\$75	\$75	\$75
1-4442-1-890	WELFARE	\$15,000	\$613	\$15,000	\$15,000	\$10,000	\$10,000
TOTAL WELFARE		\$19,520	\$4,380	\$19,786	\$19,870	\$14,870	\$14,870
Parks & Recreation							
1-4520-1-110	FULL TIME SALARIES	\$74,655	\$78,421	\$74,664	\$76,157	\$76,157	\$76,157
1-4520-1-120	PART-TIME SALARIES	\$27,701	\$29,416	\$26,925	\$27,464	\$27,464	\$27,464
1-4520-1-125	SEASONAL/TEMPORARY	\$119,824	\$139,650	\$133,378	\$136,046	\$136,046	\$141,478
1-4520-1-140	OVERTIME	\$1,030	\$231	\$1,056	\$1,077	\$1,077	\$1,077
1-4520-1-210	GROUP INSURANCE - MEDICAL	\$18,833	\$18,950	\$20,767	\$20,767	\$20,767	\$20,767
1-4520-1-211	GROUP INSURANCE - DENTAL	\$768	\$867	\$837	\$837	\$837	\$837
1-4520-1-215	GROUP INSURANCE - LIFE	\$1,176	\$1,037	\$1,176	\$1,176	\$1,176	\$1,176
1-4520-1-220	SOCIAL SECURITY	\$13,839	\$15,418	\$14,633	\$14,926	\$14,926	\$14,926
1-4520-1-225	MEDICARE	\$3,237	\$3,606	\$3,422	\$3,570	\$3,570	\$3,570
1-4520-1-230	RETIREMENT	\$3,748	\$4,253	\$4,467	\$4,557	\$4,557	\$4,557

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
1-4520-1-240	UNEMPLOYMENT	\$100		\$100	\$100	\$100	\$100
1-4520-1-260	WORKERS' COMPENSATION	\$7,987	\$7,987	\$8,472	\$9,641	\$8,641	\$8,641
1-4520-1-341	TELEPHONE	\$1,628	\$2,604	\$3,290	\$3,290	\$3,290	\$3,290
1-4520-1-390	CONTRACT SERVICES	\$9,500	\$7,791	\$9,400	\$9,400	\$9,400	\$9,400
1-4520-1-410	ELECTRICITY	\$600	\$770	\$1,200	\$1,200	\$1,200	\$1,200
1-4520-1-430	REPAIRS TO EQUIPMENT	\$3,000	\$2,701	\$2,826	\$2,826	\$2,826	\$2,826
1-4520-1-450	PRINTING	\$2,800	\$2,834	\$3,100	\$3,100	\$3,100	\$3,100
1-4520-1-560	DUES-MEMBERSHIP	\$2,070	\$1,011	\$2,570	\$2,570	\$2,570	\$2,570
1-4520-1-561	UNIFORMS & CLOTHING	\$3,910	\$3,351	\$3,823	\$3,823	\$3,823	\$3,823
1-4520-1-570	EMPLOYEE REIMBURSEMENT	\$950	\$275	\$950	\$950	\$950	\$950
1-4520-1-620	OFFICE SUPPLIES	\$1,930	\$1,005	\$1,775	\$1,775	\$1,775	\$1,775
1-4520-1-625	POSTAGE	\$950	\$577	\$950	\$950	\$950	\$950
1-4520-1-635	GASOLINE	\$1,955	\$1,560	\$1,555	\$1,555	\$1,555	\$1,555
1-4520-1-650	GROUND MAINT. & REPAIRS	\$12,020	\$7,640	\$11,822	\$11,822	\$11,822	\$11,822
1-4520-1-660	AUTO PARTS	\$2,200	\$1,044	\$1,950	\$1,950	\$1,950	\$1,950
1-4520-1-680	FILM RENTAL	\$105	\$79	\$105	\$105	\$105	\$105
1-4520-1-681	RENTAL OF EQUIPMENT	\$4,775	\$4,190	\$4,891	\$4,891	\$4,891	\$4,891
1-4520-1-682	PHOTO SUPPLIES	\$135	\$88	\$135	\$135	\$135	\$135
1-4520-1-683	BLDG MATERIAL	\$1,395	\$1,619	\$1,395	\$1,395	\$1,395	\$1,395
1-4520-1-684	FIRST AID SUPPLIES	\$150	\$224	\$150	\$150	\$150	\$150
1-4520-1-685	SPEC RECR SUPPLIES	\$1,500	\$894	\$1,145	\$1,145	\$1,145	\$1,145
1-4520-1-686	PROGRAM ACTIVITIES	\$50,000	\$41,823	\$50,000	\$50,000	\$50,000	\$50,000
1-4520-1-687	REFUNDS	\$1,000	\$94	\$1,000	\$1,000	\$1,000	\$1,000
1-4520-1-740	OFFICE EQUIPMENT	\$330	\$375	\$360	\$360	\$360	\$360
1-4520-1-741	NEW EQUIPMENT	\$2,400	\$1,152	\$800	\$800	\$800	\$800
1-4520-1-760	REPLACEMENT EQUIPMENT	\$4,000	\$3,300	\$1,499	\$1,499	\$1,499	\$1,499
1-4520-1-810	ADVERTISING	\$800	\$834	\$800	\$800	\$800	\$800
TOTAL ADMINISTRATION		\$383,001	\$387,671	\$397,388	\$402,809	\$402,809	\$408,241
Parks & Recreation Facility							
1-4520-8-390	CONTRACT SERVICE	\$5	\$17,473	\$3,100	\$3,100	\$3,100	\$3,100
1-4520-8-410	ELECTRICITY	\$4,000	\$4,118	\$5,000	\$4,500	\$4,500	\$4,500
1-4520-8-411	NATURAL GAS	\$8,250	\$5,632	\$8,250	\$7,000	\$7,000	\$7,000
1-4520-8-412	SEWER FEES	\$2,960	\$2,960	\$2,960	\$2,960	\$2,960	\$2,960
1-4520-8-430	BUILDING REPAIRS	\$11,000	\$2,075	\$11,000	\$11,000	\$11,000	\$11,000
1-4520-8-610	PAINT	\$250		\$400	\$400	\$400	\$400
1-4520-8-630	REPLACEMENT OF LIGHTS	\$400		\$300	\$300	\$300	\$300
1-4520-8-640	CUSTODIAL SUPPLIES	\$1,000	\$181	\$1,000	\$1,000	\$1,000	\$1,000
1-4520-8-740	NEW EQUIPMENT	\$5		\$120	\$120	\$120	\$120
TOTAL RECREATION FACILITY		\$27,870	\$32,459	\$32,130	\$30,380	\$30,380	\$30,380
TOTAL RECREATION DEPARTMENT		\$410,871	\$420,130	\$429,518	\$433,189	\$433,189	\$438,621

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
Library							
1-4550-1-000	LIBRARY	\$277,004	\$272,407	\$285,405	\$285,405	\$285,405	\$285,405
	TOTAL LIBRARY	\$277,004	\$272,407	\$285,405	\$285,405	\$285,405	\$285,405
Conservation Commission							
1-4611-2-120	PART TIME SALARIES	\$1,500	\$985	\$1,500	\$1,536	\$1,536	\$1,536
1-4611-2-220	SOCIAL SECURITY	\$94	\$61	\$94	\$97	\$97	\$97
1-4611-2-225	MEDICARE	\$22	\$14	\$22	\$22	\$22	\$22
1-4611-2-260	WORKERS' COMPENSATION	\$6	\$6	\$6	\$6	\$6	\$6
1-4611-2-390	CONTRACT SERVICES	\$6,700	\$1,199	\$6,700	\$6,700	\$6,700	\$6,700
1-4611-2-560	DUES-MEMBERSHIP	\$300	\$185	\$300	\$300	\$300	\$300
1-4611-2-625	POSTAGE	\$100		\$100	\$100	\$100	\$100
1-4611-2-680	MAPS	\$100		\$100	\$100	\$100	\$100
1-4611-2-810	ADVERTISING	\$100		\$100	\$100	\$100	\$100
1-4611-2-830	TRAINING	\$100		\$100	\$100	\$100	\$100
	TOTAL CONSERVATION COMMISSION	\$9,022	\$2,450	\$9,022	\$9,061	\$9,061	\$9,061
Debt Service							
1-4722-1-000	LOAN REPAYMENT (BOND)	\$301,100	\$300,888	\$220,000	\$220,000	\$220,000	\$220,000
1-4723-1-000	TEMPORARY LOANS INTEREST			\$70,613	\$70,613	\$70,613	\$70,613
1-4724-1-000	ADMINISTRATION FEES	\$600		\$600	\$600	\$600	\$600
	TOTAL DEBT SERVICE	\$301,700	\$300,888	\$291,213	\$291,213	\$291,213	\$291,213
	TOTAL OPERATING BUDGET	\$5,856,708	\$5,313,977	\$6,280,183	\$6,234,407	\$6,102,944	\$6,107,609
Sewer Enterprise Fund							
2-4326-1-390	CONTRACT SERVICES	\$40,000	\$43,992	\$42,000	\$42,000	\$42,000	\$42,000
2-4326-1-410	ELECTRICITY	\$5,000	\$4,168	\$5,250	\$5,250	\$5,250	\$5,250
2-4326-1-490	OPERATIONS AND MAINTENANCE	\$16,000	\$1,535	\$16,800	\$16,800	\$16,800	\$16,800
2-4326-1-491	POLICE SIGNAL SYSTEM	\$2,500	\$1,824	\$2,625	\$2,625	\$2,625	\$2,625
2-4326-1-620	OFFICE SUPPLIES	\$50	\$53	\$53	\$53	\$53	\$53
2-4326-1-625	POSTAGE	\$100	\$82	\$105	\$105	\$105	\$105
2-4326-1-980	LOAN PRINCIPAL	\$25,000	\$25,000	\$20,000	\$20,000	\$20,000	\$20,000
2-4326-1-981	LOAN INTEREST	\$14,000	\$10,110	\$6,580	\$6,580	\$6,580	\$6,580
	TOTAL SEWER ENTERPRISE FUND	\$102,650	\$66,711	\$93,413	\$93,413	\$93,413	\$93,413
	TOTAL BUDGET APPROPRIATION	\$5,961,358	\$5,400,688	\$6,373,596	\$6,327,820	\$6,196,357	\$6,189,222

2004 ANNUAL OPERATING BUDGET

Account Number	Account Description	2003 Budget	2003 Actual	2004 Dept. Request	2004 Town Manager	2004 Selectmen	2004 Budget Committee
2003 WARRANT ARTICLE STATUS							
1-5003-1-910	BOW BOG/BOW CENTER INTERSECTION	\$39,700	\$39,700				
1-5003-1-911	STATE AID RECONSTRUCTION PROGRAM	\$20,000	\$20,000				
1-5003-1-912	BUSINESS DEV DIST	\$100,000	\$100,000				
1-5003-1-913	HWY CONST PAGE/TIMMINS	\$75,000	\$75,000				
1-5003-1-915	MUNICIPAL BLDG PARKING	\$56,000	\$44,863				
1-5003-1-916	PAVE SCHOOL BUS LOT	\$35,000	\$24,950				
1-5003-1-917	LOT CORNER OF BOW CTR & CLOUGH	\$4,750	\$4,750				
1-50031-918	PURCHASE BLOCK 2, PARCEL 138	\$7,100	\$7,100				
1-5003-1-919	FISCAL YEAR CONVERSION FUND	\$700,000	\$700,000				
1-5003-1-920	FLOOR DRAINS PWB & COMMUNITY BLDG	\$80,000	\$80,000				
1-5003-1-921	PUBLIC WORKS DEPT EQUIP	\$186,000	\$186,000				
1-5003-1-922	PILOW/SAND TRUCK	\$90,000	\$78,430				
1-5003-1-923	FIRE DEPARTMENT EQUIP	\$150,400	\$150,400				
1-5003-1-924	THERMAL IMAGING CAMERA SYSTEM	\$20,000	\$20,000				
1-5003-1-927	SURVEY AND DESIGN CEMETERY	\$46,800	\$32,500				
1-5003-1-929	48" DECK FRONT MOWER	\$10,000	\$8,699				
1-5003-1-930	TOWN REVALUATION	\$50,000	\$50,000				
1-5003-1-931	PARK & REC FIELD PARKING & RD	\$2,000	\$2,000				
1-5003-1-932	POLICE RECORDER, ANTENNA & CON	\$14,000	\$14,000				
1-5003-1-933	POLICE FOUR WHEEL DRIVE	\$29,800	\$22,019				
1-5003-1-934	COMPUTER UPGRADE LIBRARY	\$4,400	\$4,400				
1-5003-1-935	PARK & REC EQUIP	\$7,500	\$7,500				
1-5003-1-936	DEVELOPMENT OF LOT 102	\$24,000	\$24,000				
1-5003-1-937	TRUST FUND WELL POLLUTION	\$50,000	\$50,000				
	TOTAL 2003 WARRANT ARTICLES	\$1,802,450	\$1,746,311				



PLODZIK & SANDERSON

Professional Association/Accountants & Auditors

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INDEPENDENT AUDITOR'S REPORT

To the Members of the
Board of Selectmen and Town Manager
Town of Bow
Bow, New Hampshire

We have audited the accompanying general purpose financial statements of the Town of Bow, New Hampshire as of and for the year ended December 31, 2003 as listed in the table of contents. These general purpose financial statements are the responsibility of the Town's management. Our responsibility is to express an opinion on these general purpose financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the general purpose financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

The general purpose financial statements referred to above do not include the general fixed assets account group which should be included in order to conform with accounting principles generally accepted in the United States of America. As is the case with many municipal entities in the State of New Hampshire, the Town of Bow has not maintained historical cost records of its fixed assets. The amount that should be recorded in the general fixed assets account group is not known.

In our opinion, except for the effect on the financial statements of the omission described in the preceding paragraph, the general purpose financial statements referred to above present fairly, in all material respects, the financial position of the Town of Bow as of December 31, 2003, and the results of its operations and the cash flows of its nonexpendable trust funds for the year then ended in conformity with accounting principles generally accepted in the United States of America.

Our audit was made for the purpose of forming an opinion on the general purpose financial statements of the Town of Bow taken as a whole. The combining and individual fund financial statements listed as schedules in the table of contents are presented for purposes of additional analysis and are not a required part of the general purpose financial statements of the Town of Bow. Such information has been subjected to the auditing procedures applied in the audit of the general purpose financial statements and, in our opinion, is fairly presented in all material respects in relation to the general purpose financial statements taken as a whole.

Plodzik & Sanderson
Professional Association

January 29, 2004

EXHIBIT A
TOWN OF BOW, NEW HAMPSHIRE
Combined Balance Sheet
All Fund Types and Account Group
December 31, 2003

	Governmental Fund Types			Fiduciary Fund Type	Account Group General Long-Term Debt	Total (Memorandum Only)
	General	Special Revenue	Capital Project	Trust and Agency		
ASSETS AND OTHER DEBITS						
<u>Assets</u>						
Cash and Equivalents	\$ 6,879,967	\$ 1,363,333	\$	\$ 1,036,636	\$	\$ 9,279,936
Investments	1,383,468	92,905		4,582,393		6,058,766
<u>Receivables (Net of</u>						
<u>Allowance For Uncollectible)</u>						
Interest				38,122		38,122
Taxes	419,734					419,734
Accounts		51,299				51,299
Intergovernmental		18,426				18,426
Interfund Receivable	445,235	20,000		4,336,333		4,801,568
<u>Other Debits</u>						
Amount to be Provided for Retirement of General Long-Term Debt					2,111,795	2,111,795
TOTAL ASSETS AND OTHER DEBITS	<u>\$ 9,128,404</u>	<u>\$ 1,545,963</u>	<u>\$ -0-</u>	<u>\$ 9,993,484</u>	<u>\$ 2,111,795</u>	<u>\$ 22,779,646</u>
LIABILITIES AND EQUITY						
<u>Liabilities</u>						
Accounts Payable	\$ 40,769	\$	\$	\$	\$	\$ 40,769
Contracts Payable			2,919			2,919
Intergovernmental Payable				6,168,980		6,168,980
Interfund Payable	4,355,783	4,915	388,086	52,784		4,801,568
Escrow and Performance Deposits				264,091		264,091
Deferred Revenue	8,527					8,527
General Obligation Debt Payable					1,515,000	1,515,000
Compensated Absences Payable					46,795	46,795
Accrued Landfill						
Postclosure Care Costs					550,000	550,000
Total Liabilities	<u>4,405,079</u>	<u>4,915</u>	<u>391,005</u>	<u>6,485,855</u>	<u>2,111,795</u>	<u>13,398,649</u>
<u>Equity</u>						
<u>Fund Balances</u>						
Reserved For Encumbrances	311,955		52,598			364,553
Reserved For Endowments				35,864		35,864
Reserved For Special Purposes		5,077		3,471,765		3,476,842
<u>Unreserved</u>						
Designated For Special Purposes		1,535,971				1,535,971
Undesignated (Deficit)	<u>4,411,370</u>		<u>(443,603)</u>			<u>3,967,767</u>
Total Equity	<u>4,723,325</u>	<u>1,541,048</u>	<u>(391,005)</u>	<u>3,507,629</u>		<u>9,380,997</u>
TOTAL LIABILITIES AND EQUITY	<u>\$ 9,128,404</u>	<u>\$ 1,545,963</u>	<u>\$ -0-</u>	<u>\$ 9,993,484</u>	<u>\$ 2,111,795</u>	<u>\$ 22,779,646</u>

The notes to financial statements are an integral part of this statement.

EXHIBIT B
TOWN OF BOW, NEW HAMPSHIRE
Combined Statement of Revenues, Expenditures and Changes in Fund Balances
All Governmental Fund Types and Expendable Trust Funds
For the Fiscal Year Ended December 31, 2003

	<u>Governmental Fund Types</u>			<u>Fiduciary Fund Type</u>	<u>Total (Memorandum Only)</u>
	<u>General</u>	<u>Special Revenue</u>	<u>Capital Project</u>	<u>Expendable Trust</u>	
<u>Revenues</u>					
Taxes	\$ 3,901,486	\$	\$	\$	\$ 3,901,486
Licenses and Permits	1,575,397				1,575,397
Intergovernmental	591,876	5,237			597,113
Charges for Services	456,461	229,285			685,746
Miscellaneous	<u>151,030</u>	<u>157,609</u>		<u>134,026</u>	<u>442,665</u>
<u>Total Revenues</u>	<u>6,676,250</u>	<u>392,131</u>		<u>134,026</u>	<u>7,202,407</u>
<u>Expenditures</u>					
<u>Current</u>					
General Government	957,651			550	958,201
Public Safety	1,609,286	750			1,610,036
Highways and Streets	1,324,886	101,807			1,426,693
Sanitation	481,351	54,000			535,351
Health	8,300				8,300
Welfare	4,380	881			5,261
Culture and Recreation	420,130	274,844			694,974
Conservation		2,450			2,450
Debt Service	300,888	35,110			335,998
Capital Outlay	<u>312,361</u>		<u>316,341</u>		<u>628,702</u>
<u>Total Expenditures</u>	<u>5,419,233</u>	<u>469,842</u>	<u>316,341</u>	<u>550</u>	<u>6,205,966</u>
<u>Excess (Deficiency) of Revenues</u>					
<u>Over (Under) Expenditures</u>	<u>1,257,017</u>	<u>(77,711)</u>	<u>(316,341)</u>	<u>133,476</u>	<u>996,441</u>
<u>Other Financing Sources (Uses)</u>					
Interfund Transfers In	141,200	285,828		1,339,300	1,766,328
Interfund Transfers Out	<u>(1,625,128)</u>	<u>(3,789)</u>		<u>(137,411)</u>	<u>(1,766,328)</u>
<u>Total Other Financing Sources and Uses</u>	<u>(1,483,928)</u>	<u>282,039</u>		<u>1,201,889</u>	
<u>Net Change in Fund Balances</u>	<u>(226,911)</u>	<u>204,328</u>	<u>(316,341)</u>	<u>1,335,365</u>	<u>996,441</u>
<u>Fund Balances (Deficit) - January 1</u>	<u>4,950,236</u>	<u>1,336,720</u>	<u>(74,664)</u>	<u>2,088,365</u>	<u>8,300,657</u>
<u>Fund Balances (Deficit) - December 31</u>	<u>\$ 4,723,325</u>	<u>\$ 1,541,048</u>	<u>\$ (391,005)</u>	<u>\$ 3,423,730</u>	<u>\$ 9,297,098</u>

The notes to financial statements are an integral part of this statement.

*SCHEDULE A-1
TOWN OF BOW, NEW HAMPSHIRE
General Fund
Statement of Estimated and Actual Revenues
For the Fiscal Year Ended December 31, 2003*

	Estimated	Actual	Over (Under) Estimate
<u>REVENUES</u>			
<u>Taxes</u>			
Property	\$ 3,656,356	\$ 3,783,172	\$ 126,816
Land Use Change	40,000	42,130	2,130
Timber	12,000	9,044	(2,956)
Excavation	11,000	12,311	1,311
Interest and Penalties on Taxes	20,875	54,829	33,954
Total Taxes	<u>3,740,231</u>	<u>3,901,486</u>	<u>161,255</u>
<u>Licenses, Permits and Fees</u>			
Business Licenses, Permits and Fees	3,290	2,839	(451)
Motor Vehicle Permit Fees	1,100,000	1,442,654	342,654
Building Permits	75,000	120,874	45,874
Other	10,000	9,030	(970)
Total Licenses, Permits and Fees	<u>1,188,290</u>	<u>1,575,397</u>	<u>387,107</u>
<u>Intergovernmental</u>			
<u>State</u>			
Shared Revenue	85,349	85,349	
Meals and Rooms Distribution	217,067	217,067	
Highway Block Grant	173,204	173,204	
Water Pollution Grants	20,470	15,233	(5,237)
State and Federal Forest Land Reimbursement	110	110	
Other		23,727	23,727
<u>Federal</u>			
Department of Justice		39,435	39,435
Emergency Management		16,944	16,944
Total Intergovernmental	<u>496,200</u>	<u>571,069</u>	<u>74,869</u>
<u>Charges For Services</u>			
Income From Departments	<u>390,538</u>	<u>456,461</u>	<u>65,923</u>
<u>Miscellaneous</u>			
Sale of Municipal Property	2,000	2,089	89
Interest on Investments	80,000	59,416	(29,584)
Rent of Property		6,420	6,420
Fines and Forfeits		5,825	5,825
Other	52,400	86,280	33,880
Total Miscellaneous	<u>134,400</u>	<u>151,030</u>	<u>16,630</u>
<u>Other Financing Sources</u>			
<u>Interfund Transfers</u>			
Special Revenue Funds	22,350	3,789	(18,561)
<u>Trust Funds</u>			
Expendable	154,300	137,411	(16,889)
Total Other Financing Sources	<u>176,650</u>	<u>141,200</u>	<u>(35,450)</u>
<u>Total Revenues and Other Financing Sources</u>	<u>6,126,309</u>	<u>\$ 6,796,643</u>	<u>\$ 670,334</u>
<u>Unreserved Fund Balance Used To Reduce Tax Rate</u>	<u>1,561,729</u>		
<u>Total Revenues, Other Financing Sources and Use of Fund Balance</u>	<u>\$ 7,688,038</u>		

See Independent Auditor's Report, page 1.

*SCHEDULE A-2
TOWN OF BOW, NEW HAMPSHIRE
General Fund
Statement of Appropriations, Expenditures and Encumbrances
For the Fiscal Year Ended December 31, 2003*

	Encumbered From 2002	Appropriations 2003	Expenditures Net of Refunds	Encumbered To 2004	(Over) Under Budget
<u>Current</u>					
<u>General Government</u>					
Executive	\$ 15,950	\$ 283,679	\$ 228,265	\$ 3,938	\$ 67,426
Election and Registration		163,381	133,503		29,878
Financial Administration		192,178	174,679	130	17,369
Planning and Zoning	27,000	232,361	193,843	28,890	36,628
General Government Buildings		132,577	112,986	3,800	15,791
Cemeteries		68,379	55,592		12,787
Insurance, not otherwise allocated		65,000	55,134		9,866
Advertising and Regional Associations		9,400	894		8,506
Other		<u>2,850</u>	<u>2,755</u>		<u>95</u>
Total General Government	<u>42,950</u>	<u>1,149,805</u>	<u>957,651</u>	<u>36,758</u>	<u>198,346</u>
<u>Public Safety</u>					
Police Department		1,158,074	1,091,029		67,045
Fire Department		471,761	415,565		56,196
Building Inspection		82,376	79,819	800	1,757
Emergency Management		<u>823</u>	<u>2,066</u>		<u>(1,243)</u>
Total Public Safety		<u>1,713,034</u>	<u>1,588,479</u>	<u>800</u>	<u>123,755</u>
<u>Highways and Streets</u>					
Administration		681,548	635,508		46,040
Highways and Streets		722,445	649,073		73,372
Street Lighting		<u>42,000</u>	<u>40,305</u>		<u>1,695</u>
Total Highways and Streets		<u>1,445,993</u>	<u>1,324,886</u>		<u>121,107</u>
<u>Sanitation</u>					
Solid Waste Disposal		<u>523,459</u>	<u>481,351</u>		<u>42,108</u>
<u>Health</u>					
Health Agencies and Hospitals		<u>8,300</u>	<u>8,300</u>		
<u>Welfare</u>					
Direct Assistance		<u>19,520</u>	<u>4,380</u>		<u>15,140</u>
<u>Culture and Recreation</u>					
Parks and Recreation		<u>410,872</u>	<u>420,130</u>		<u>(9,258)</u>
<u>Conservation</u>					
Administration		<u>9,022</u>			<u>9,022</u>

SCHEDULE A-2 (Continued)
TOWN OF BOW, NEW HAMPSHIRE
General Fund
Statement of Appropriations, Expenditures and Encumbrances
For the Fiscal Year Ended December 31, 2003

	Encumbered From 2002	Appropriations 2003	Expenditures Net of Refunds	Encumbered To 2004	(Over) Under Budget
<u>Debt Service</u>					
Principal - Long-Term Debt		220,000	220,000		
Interest - Long-Term Debt		81,100	80,888		212
Other Debt Service Charges		600			600
Total Debt Service		<u>301,700</u>	<u>300,888</u>		<u>812</u>
<u>Capital Outlay</u>					
Bow Bog Repairs	112,780		4,237		108,543
Salt Contamination	195,510		14,853	180,657	
NH Route 3A - Matching Funds	175,000				175,000
Land - Bow Center Road		4,750	4,750		
Land Purchase		7,100	7,100		
Plow/Sand Truck		90,000	78,430		11,570
Land Development BEDC		24,000	24,000		
Fire Department Camera		20,000	20,000		
Cemetery Lawnmower		10,000	8,699		1,301
Police Vehicle		29,800	22,019		7,781
Bow Bog Road					
Bow Center Road Intersection		39,700	5,015	34,685	
Municipal Office Parking		56,000	44,863		11,137
School Bus Parking Lot		35,000	24,950		10,050
Public Works Garage Cleanup		80,000	53,445	26,555	
Cemetery Master Plan		46,800		32,500	14,300
Total Capital Outlay	<u>483,290</u>	<u>443,150</u>	<u>312,361</u>	<u>274,397</u>	<u>339,682</u>
<u>Other Financing Uses</u>					
<u>Interfund Transfers</u>					
Special Revenue Funds		297,004	285,828		11,176
<u>Trust Funds</u>					
Expendable		1,366,179	1,339,300		26,879
Total Other Financing Uses		<u>1,663,183</u>	<u>1,625,128</u>		<u>38,055</u>
<u>Total Appropriations</u>					
<u>Expenditures and Encumbrances</u>	<u>\$ 526,240</u>	<u>\$ 7,688,038</u>	<u>\$ 7,023,554</u>	<u>\$ 311,955</u>	<u>\$ 878,769</u>

See Independent Auditor's Report, page 1.



PLODZIK & SANDERSON

Professional Association/Accountants & Auditors

193 North Main Street • Concord • New Hampshire • 03301-5063 • 603-225-6996 • FAX-224-1380

INDEPENDENT AUDITOR'S COMMUNICATION OF REPORTABLE CONDITIONS AND OTHER MATTERS

To the Members of the
Board of Selectmen and Town Manager
Town of Bow
Bow, New Hampshire

In planning and performing our audit of the Town of Bow for the year ended December 31, 2003, we considered the Town's internal control structure in order to determine the scope of our auditing procedures for the purpose of expressing our opinion on the financial statements. Our review of these systems was not intended to provide assurance on the internal control structure and should not be relied on for that purpose.

Under the standards established by the American Institute of Certified Public Accountants, reportable conditions involve matters coming to our attention relating to significant deficiencies in the design or operation of the internal control structure that, in our judgment, could adversely affect the Town's ability to record, process, summarize, and report financial data consistent with the assertions of management in the financial statements. A material weakness is a reportable condition in which the design or operation of one or more of the internal control structure elements does not reduce to a relatively low level the risk that errors or irregularities, in amounts that would be material in relation to the financial statements being audited, may occur and not be detected within a timely period by employees in the normal course of performing their assigned functions. Our consideration of the internal control structure would not necessarily disclose all matters in the internal control structure that might constitute reportable conditions and, accordingly, would not necessarily disclose all reportable conditions that are also considered to be material weaknesses as defined above.

During the course of our review, the following condition was noted that was considered to be a material weakness as defined above:

Town Treasurer's Records

Our audit of the Town Treasurer's records revealed that no reconciliation with the depository bank had been performed for the entire year. In addition, the Treasurer's monthly balance was not reconciled with the general ledger cash balance maintained by the bookkeeper. This deficiency resulted in extra audit time being spent. The result was an adjustment in the amount of \$7,289.42 being required in order to balance the cash accounts between the Treasurer and the Bookkeeper.

We strongly recommend that the Town Treasurer reconcile his records with the monthly bank statements and also with the bookkeeper's general ledger every month.

Town of Bow

Independent Auditor's Communication of Reportable Conditions and Other Matters

Also, the following condition was noted that we do not consider to be a material weakness:

Approval of Disbursement

We tested manifests (check registers) for proper approval by the Town Manager. This approval should be obtained prior to submission to the Treasurer for disbursement. Our testing revealed that three (3) of the forty-five (45) manifests tested were not approved.

We recommend that the Town Manager approve all manifests before submitting to the Treasurer for disbursement.

This report is intended solely for the information and use of management and others within the administration. This restriction is not intended to limit distribution of this report, which is a matter of public record.

January 29, 2004

*Plodzik & Sanderson
Professional Association*

SCHEDULE OF TOWN PROPERTY

As of December 31, 2003

Block/ Parcel	Property	Acres	Land Value.	Bldg. Value.	Total Value
3-095	Old Town Hall	1.0	\$ 47,000	\$129,800	\$ 176,800
1-143	Municipal Building	1.3	69,500	355,200	424,700
1-143-A	Sargent Park	1.8	56,300		56,300
3-147	Community Building	28.0	169,800	650,900	820,700
1-044	Library	.91	176,400	786,300	962,700
2-079	Bow Bog Meeting House	1.09	39,700	62,900	102,600
4-077**	Hanson Park	171.0	638,800	55,600	694,400
3-069	Bow Center School	45	41,600	30,500	72,100
3-106	Elementary School	38.42	209,500	3,098,500	3,308,000
3-108	Memorial School	33.0	189,900	3,758,400	3,948,300
2-053-E23	Waste Water Pump Station		1,000	175,000	176,000
	Abbey Road (Sand & Gravel)	6.59	4,000		4,000
2-065-A7	Rosewood Dr.	3.27	63,700		63,700
2-083	Johnson Road	11.1	5,100		5,100
2-097**	Robinson Road (Town Forest)	250.0	824,200		824,200
2-097-A	16-20 Robinson Rd.	1.8	56,300		56,300
2-102	680-684 Route 3 A	28.23	140,200		140,200
2-119	Off Briarwood	52.0	264,100		264,100
2-122	Robinson Road (75-83)	21.0	123,300		123,300
2-178	River Rd. (Alex. Cem.)	11.2	99,700		99,700
3-002	Hunter Dr.	15.6	124,700		124,700
3-062	Br Londonderry Tpk. E.	68.18	237,000		237,000
3-063	Arrowhead Drive	60.0	293,500		293,500
3-065-A	Br Londonderry Tpk.E.	4	4,000		4,000
3-068	2 Branch Turnpike	.38	4,000		4,000
3-133-AW	Bow Bog Road	8.89	89,800		89,800
3-149	School Forest (Bow Ctr Rd)	106.8	449,100		449,100
4-014	Hooksett Turnpike	5.4	3,700		3,700

4-096-P1	Hampshire Hills Drive	.55	5,700	5,700
4-050-C3	20-22 Birchdale Road	3.2	6,300	6,300
4-011-D	Clinton Street Cemetery	.27	3,400	3,400
4-020	Hooksett Turnpike	1.1	5,300	5,300
4-026	531 Clinton St	76.1	193,400	193,400
4-029	539 Clinton Street	1.3	48,500	48,500
4-030-A3	No. Bow Dunbarton Rd	2.7	6,100	6,100
4-044	Branch Londonderry Tpke W	6.8	4,100	4,100
4-056	22-36 Page Road	55.0	227,800	227,800
4-065	White Rock Hill Rd (High Sch)	84.0	371,900	13,314,400
4-076-F	Melanie Lane	46	5,400	5,400
4-127-K20	Beaver Brook Dr.	11.31	91,000	91,000
5-064	Heather Lane	38.0	207,700	207,700
5-068	Knox Rd/Logging Hill Rd	17.0	119,800	120,900
3-002-H1	Risingwood Drive	18	3,500	3,500
3-065-D13	Arrowhead Dr.	24.63	7,700	7,700
2-029-P	Merrill Crossing	12.22	94,000	94,000
2-109	12 Robinson Rd.			
	(PW Garage and Police Dept)			
4-067**	Turee Pond (East)	5.19	183,800	1,863,900
1-128	538 Route 3A	10.0	9,700	9,700
2-082	Johnson Rd	.25	3,400	3,400
2-077	Bow Bog	128.0	24,655	24,655
2-078	Bow Bog	6.0	3,900	3,900
2-130	Bog Bog	7.6	114	114
4-073	60-62 Logging Hill	21.0	1,419	1,419
1-085	Route 3-A	1.20	5,800	5,800
2-001-L	Mountain Farm Rd.	2.3	2,900	2,900
2-043-C	Woodhill Hooksett	.67	5,000	5,000
2-044	Woodhill Hooksett	68.0	11,560	11,560
2-045	Woodhill Hooksett	126.0	21,420	21,420
2-046	Woodhill Hooksett	124.0	21,080	21,080
2-053-E	45 Allen Road	43.0	7,310	7,310
2-058	103 Woodhill Hooksett	32.0	116,400	116,400
2-061	129 Woodhill Hooksett	61.0	8,357	8,357
2-063	147 Woodhill Hooksett	3.2	48	48
		95.0	16,150	16,150

2-138	Bow Bog Road	19.0	7,100	7,100
3-152-F	Bow Center Road	.23	3,600	3,600
2-063-A	Woodhill Hook	26.0	3,562	3,562
2-063-B	Woodhill Hooksett	2.8	55,000	55,000
2-069	Off Hope Lane	167.0	22,879	22,879
2-073-B	Allen Road	13.44	109,500	121,800
3-042-G	Nathaniel Drive	3.55	5,000	5,000
4-009	532 Clinton St.	.65	4,000	4,000
4-050**	Birchdale Rd	95.5	21,500	21,500
4-050-I	Birchdale Rd	2.09	57,800	57,800
4-050-J	Birchdale Rd.	1.16	5,300	5,300
4-091	Branch Londonderry			
	Tpke West	14.5	95,500	95,500
4-090-A	Hampshire Hills Dr.	10.65	11,800	11,800
4-066	Turee Pond	9.0	4,600	4,600
2-005	So. Bow Dunbarton Rd	58.61	3,075	3,075
2-053-E7	Colby Lane	1.08	5,800	5,800
2-053-E8	Colby Lane	.51	4,700	4,700
5-006	Off Route 3A	6.37	7,500	7,500
4-049-S	Birch Tree Lane	1.6	6,000	6,000
4-049-T	Birch Tree Lane	1.9	6,200	6,200
4-057-T	Surrey Coach Lane	261	4,900	4,900
4-057-U	Surrey Coach Lane	.732	6,100	6,100
4-057-V	Surrey Coach Lane	4.57	22,900	22,900
4-069	White Rock Hill Road	3.9	66,800	66,800
4-065-A	White Rock Hill Road	6.6	79,200	79,200
5-067	Heidi Lane	.84	6,200	6,200
3-067	Branch Londonderry Tpke E	1.0	5,200	5,200
3-071	Woodhill Road	1.91	56,900	56,900
2-125-1A	Bow Bog Road	8.58	88,300	88,300
2-025-A	Ordway Lane	.23	36,000	36,000
		2461.3	7,083,429	30,822,529
			23,739,100	

Permanent Conservation Easements
To
Bow Open Spaces, Inc

Block/ Parcel	Property	Total Acres	Total Value
2-126	Off Bow Bog Road	17.0	6,600
2-128	Backland Bow Bog Road	35.0	9,400
2-135-A	Bow Bog Road	9.2	4,700
2-137-A	Bow Bog Road	35.0	9,400
2-141-A	End of Johnson Road	79.15	18,200
3-138	60-66 Robinson Road	303.0	928,100
4-116	Branch Londonderry Turnpike West	79.0	18,200
4-118	Branch Londonderry Turnpike West	20.0	13,800
2-088-A	Johnson Road	13.5	5,700
4-119	26-30 Branch Londerry Turnpike West	8.0	4,400
4-120	Branch Londonderry Turnpike West	40.0	10,400
4-121	20-24 Branch Londonderry Turnpike East	<u>40.0</u>	<u>10,400</u>
		678.85	1,039,300

STATEMENT OF APPROPRIATIONS TAXES ASSESSED AND TAX RATE

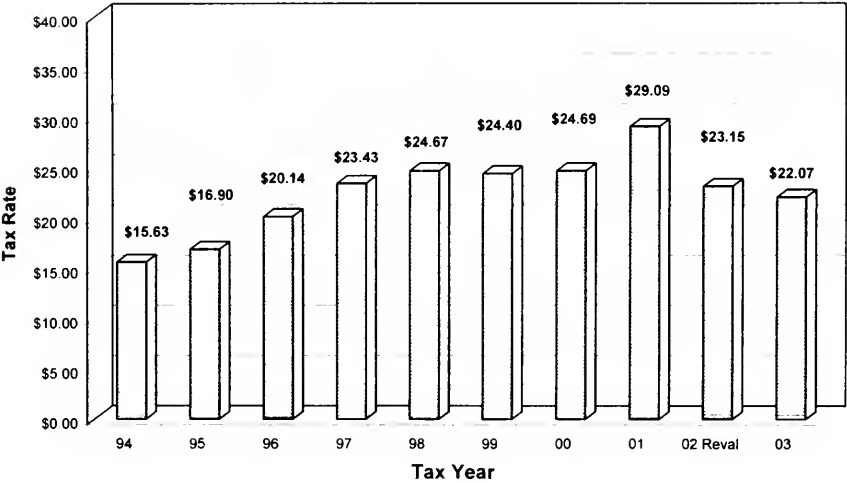
Net Town Appropriations	\$ 3,898,510
School Tax Assessment (Less State Education Taxes) ...	8,843,216
County Tax Assessment	1,591,292
State Education Taxes*	3,433,939
Total of Town, School, County and State.....	17,766,957
Less War Service Credits.....	36,850
Total Property Tax Commitment.....	17,730,107

<u>Property Taxes</u>		
<u>Net Assessed Valuation</u>		<u>Tax Rate</u>
State Education Tax*	644,798,927	5.33
All Other Taxes	856,044,127	<u>16.74</u>
Total Tax Rate		22.07

*Excludes Utility Values

TAX RATE HISTORY

Town of Bow



SUMMARY INVENTORY

Land	\$189,775,355
Buildings	464,541,300
Public Utilities	
Gas	2,184,300
Electric	209,055,200
Other	11,200

Total value Before Exemptions 865,567,355

Exemptions:	
Improvements to Assist Persons With Disabilities	84,610
Blind	420,000
Elderly	8,889,462
Disabled	120,000
Solar Energy/Wood	9,156

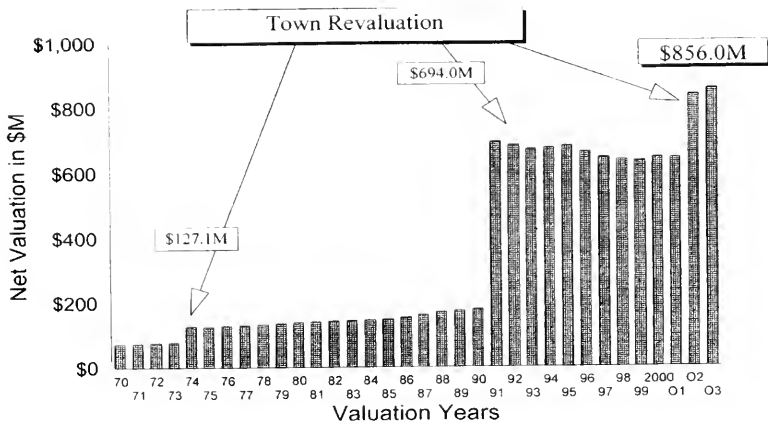
Total Exemptions Allowed 9,523,228

Net Valuation on Which Tax Rate is Computed 856,044,127

Valuation for State Education Tax Computation
(Net Valuation Minus Gas/Electric Utilities) 644,798,927

Net Valuation 1970-2003

Town of Bow, New Hampshire 03304



TAX COLLECTORS REPORT

The Municipality of Bow		Levy for 2003	Prior Levies	2002	2001	2000
		Year of this report				
Uncollected Taxes						
- Beg of Year:						
Property Taxes				622,238.25		
Yield Taxes				2,179.52		
Resident Taxes						
Excavation Tax						
Utilities				32,781.34		
Land Use Change				56,926.40		
Taxes Committed						
- This Year						
Property Taxes		17,736,529.00				
Land Use Change		42,130.00				
Yield Taxes		9,043.73				
Utilities		154,515.97				
Excavation Tax		12,311.48				
Deferred Revenue Prepayment		52.06				
Overpayment:						
Property Taxes		34,812.83				
Resident Taxes						
Utilities						
Interest Collected		10,648.46		25,214.60		
on delinquent Taxes						
Tax penalties				2,989.00		
Total Debits		18,000,043.53		742,329.11		

TAX COLLECTORS REPORT

CREDITS	Levy for	
	Year of this report 2003	Year 2002
<i>Remitted to Treas.</i>		
<i>During FY:</i>		
Property Taxes	17,405,660.34	488,722.52
Yield Taxes	8,973.73	56.20
Utilities	103,229.20	32,559.34
Interest	10,648.46	25,214.60
Penalties		2,989.00
Land Use Change	33,340.00	43,026.40
Excavation Tax	12,311.48	
Lien		146,954.05
<i>Discounts Allowed:</i>		
<i>Abatements Made:</i>		
Property Taxes	2,044.24	2,733.00
Yield Taxes		
Utilities		74.00
Land Use Change		
Excavation		
Current Levy Decided		
<i>Uncollected Taxes</i>		
<i>End of Year:</i>		
Property Taxes	363,677.31	
Excavation		
Yield Taxes	70.00	
Utilities	51,298.77	
Land Use Change	8,790.00	
Total Credits	18,000,043.53	742,329.11

DEBITS	Levy for Year		
	Year of this report 2002	Year 2001	Year 2000
Unredeemed Liens			
Balance at Beg. of Fiscal Year		55,315.33	11,783.79
Liens Executed During Fiscal Year	158,832.36		
Int & Cost Charged After Lien Execution	5,687.65	6,800.94	4,149.78
Total Debits	164,520.01	62,116.27	15,933.57
CREDITS			
Remittance to Treas.			
Redemptions	75,910.79	38,618.70	10,964.07
Int & Costs (After Lien Execution)	4,512.65	7,403.72	4,258.62
Abatements of Unredeemed Taxes	2,190.78	802.98	710.88
Liens Deeded to Town			
Unredeemed Liens			
Bal. End of Year	81,905.79	15,290.87	
Total Credits	164,520.01	62,116.27	15,933.57
<i>Jill Hadaway Tax Collector Town Of Bow</i>			

Report of the Trust Funds of the Town of Bow Report Period January 1, 2003 to December 31, 2003

Date of Creation	Name of Trust Fund	How Invested	Principal 12/31/2002	New Funds Created	Funds Withdrawn	Principal 12/31/2003	Income 12/31/2002	Income & Gains Earned	Income Withdrawn	Income 12/31/2003	Total Balance
Capital Reserve Funds	10/02/84 Sewer Construction	See Item A	148,046	0	0	148,046	79,776	11,765	0	91,540	239,586
	12/19/84 Town Appraisal	See Item A	76,550	50,000	0	126,550	38,440	7,013	0	45,454	172,004
	03/11/97 Development of Cemetery Plots	See Item A	20,000	0	-20,000	0	6,879	958	-7,837	0	0
	03/14/01 Cemetery Development Fund	See Item A	75,000	0	20,000	95,000	3,601	4,489	7,837	15,926	110,926
	03/11/03 Cemetery Care Perpetual Care Fund	See Item A	0	0	0	0	0	0	0	0	0
	03/11/03 Fiscal Year Conversion Fund	See Item A	0	700,000	0	700,000	0	15,054	0	15,054	715,054
09/08/70	Replacement of Police Dept. Equip	See Item A	0	0	0	0	2,097	108	0	2,205	2,205
03/12/96	Replacement of Police Dispatch Equip	See Item A	62,200	14,000	0	76,200	11,745	4,120	0	15,865	92,065
03/11/97	Police Four-Wheel Drive	See Item A	21,200	0	-21,200	0	4,819	888	-819	4,888	4,888
08/01/58	Purchase of Fire Equipment	See Item A	36,154	0	0	36,154	42,282	4,050	0	46,332	82,486
10/20/89	Rescue Vehicle	See Item A	36,000	0	0	36,000	4,768	2,105	0	6,873	42,873
03/12/96	Replacement of Fire Trucks	See Item A	261,300	125,400	0	386,700	42,301	18,375	0	60,676	447,376
03/12/96	Air Compressor	See Item A	6,400	1,500	0	7,900	1,168	423	0	1,591	9,491
03/09/99	Rescue Equipment	See Item A	24,000	23,500	0	47,500	1,969	1,846	0	3,816	51,316
03/14/00	Design New Fire Station	See Item A	30,000	0	0	30,000	2,990	1,704	0	4,694	34,694
03/12/96	Library Computer System	See Item A	0	4,400	0	4,400	0	95	0	95	4,495
08/01/58	Highway Construction	See Item A	28,000	75,000	0	103,000	8,188	3,482	0	11,670	114,670
07/05/59	Replacement of Highway Equip	See Item A	434,000	186,000	-65,000	555,000	61,714	29,599	-13,430	77,883	632,883
03/09/99	Road Construction I-2 Zone & Bus Devel	See Item A	400,000	100,000	0	500,000	42,939	25,024	0	67,963	567,963
03/12/96	Parks & Rec Replacement Equip Fund	See Item A	22,600	7,500	0	30,100	3,609	1,515	0	5,123	35,223
03/13/02	Parks & Rec Field Parking and Repair	See Item A	2,000	2,000	0	4,000	33	148	0	181	4,181
03/19/92	Bow School District	See Item A	193,268	75,000	0	268,268	48,305	13,759	0	62,064	330,332
03/15/96	BSD HVAC	See Item A	399,000	85,000	0	484,000	37,447	23,994	0	61,440	545,440
03/15/96	BSD Pickup Truck	See Item A	0	0	0	0	754	39	0	793	793
03/10/98	New School Construction/Additions	See Item A	536,926	0	0	536,926	81,574	31,940	0	113,514	650,440
03/10/00	Capital Improvements at Bow High	See Item A	180,000	91,900	0	271,900	7,848	19,122	0	29,022	291,022
03/15/02	Unanticipated Special Education Cost Fund	See Item A	68,500	0	0	68,500	1,116	3,595	0	4,711	73,211
Total Capital Reserve Funds			3,061,144	1,541,200	-86,200	4,516,144	536,360	217,360	-14,249	739,471	5,255,616

Item A Corporate Bonds Government Securities
Certificates of Deposit Merrill Lynch MMF

Report of the Trust Funds of the Town of Bow
Report Period: January 1, 2003 to December 31, 2003

Date of Creation Trust Funds	Name of Trust Fund	How Invested	Principal 12/31/2002	New Funds Created	Funds Withdrawn	Principal 12/31/2003	Investment Income 12/31/2002	Investment Income & Gains Earned	Investment Income Withdrawn	Investment Income 12/31/2003	Total Balance
12/11/97	Baker Free Library Trust Fund	See Item B	10,459			10,459	1,194	439		1,633	12,091
12/11/97	Baker Trust Fund	See Item B	6,796			6,796	970	284		1,254	8,051
01/01/87	Louise Wagner Trust Fund	See Item B	3,000			3,000	413	137	-400	150	3,150
06/06/78	McNamara - Scholarship Fund	See Item B	2,500			2,500	2,110	171	-150	2,131	4,631
Total Trust Funds			22,756	0	0	22,756	4,687	1,031	-550	5,168	27,923
Total			3,083,900	1,541,200	-86,200	4,538,900	541,047	218,391	-14,799	744,639	5,283,539
Item B	Corporate Bond Merrill Lynch MMF										

**REPORT OF THE TRUST FUNDS OF THE TOWN OF BOW
CEMETERY TRUST FUNDS
DECEMBER 31, 2003**

<u>Date of Creation</u>	<u>Name of Trust Fund</u>	<u>Purpose of Trust Fund</u>	<u>Principle Balance 12/31/02</u>	<u>New Funds Created</u>	<u>Principle Balance 12/31/03</u>	<u>Income Balance 12/31/02</u>	<u>Interest Earned (Net) Y/E 12/31/03</u>	<u>Expended in 2003</u>	<u>Income Balance 12/31/03</u>	<u>Total Cost Value 12/31/03</u>
10/29/76	Abbott, Harold and Virginia	Perpetual Care	200.00		200.00	345.21	15.56		360.77	560.77
03/11/92	Albee, Hiel and Margaret	Perpetual Care	600.00		600.00	262.10	46.68		308.78	908.78
03/08/55	Alexander, Enoch	Perpetual Care	250.00		250.00	587.62	19.45		607.07	857.07
11/11/56	Alexander, Walter B.	Perpetual Care	150.00		150.00	304.29	11.67		315.96	465.96
07/05/57	Alexander, Willaby	Perpetual Care	150.00		150.00	303.58	11.67		315.25	465.25
03/08/55	Allen, George	Perpetual Care	300.00		300.00	870.13	23.34		893.47	1,193.47
08/11/89	Bajkowski, Joseph	Perpetual Care	100.00		100.00	52.27	7.78		60.05	160.05
05/18/73	Baker, John	Perpetual Care	200.00		200.00	356.15	15.56		371.71	571.71
07/23/76	Bates, John and Bernice	Perpetual Care	200.00		200.00	353.09	15.56		368.65	568.65
03/08/55	Bennett, May J	Perpetual Care	100.00		100.00	277.33	7.78		285.11	385.11
01/04/60	Blackford, Martha and Fred	Perpetual Care	200.00		200.00	377.43	15.56		392.99	592.99
07/29/31	Blomquist, Nellie M	Perpetual Care	100.00		100.00	250.73	7.78		258.51	358.51
07/12/72	Brown, Robert	Perpetual Care	200.00		200.00	358.69	15.56		374.25	574.25
03/08/55	Burtin Fund	Perpetual Care	140.00		140.00	357.46	10.89		368.35	508.35
09/26/60	Burbank, Alice Ordway	Perpetual Care	150.00		150.00	258.04	11.67		269.71	419.71
03/08/55	Butterfield, Sabrina	Perpetual Care	100.00		100.00	259.03	7.78		266.81	366.81
11/30/79	Chadwick, Arthus Sr	Perpetual Care	200.00		200.00	309.06	15.56		324.62	524.62
04/01/83	Chadwick, Frances	Perpetual Care	350.00		350.00	326.86	27.23		354.09	704.09
05/30/19	Childs, Mary E. (A)	Perpetual Care	100.00		100.00	307.94	7.78		315.72	415.72
05/17/72	Cleveland, Barbara	Perpetual Care	200.00		200.00	350.84	15.56		366.40	566.40
03/03/74	Clough, Ann	Perpetual Care	1,000.00		1,000.00	1,396.39	77.80		1,474.19	2,474.19
06/29/31	Clough, Joseph (E)	Perpetual Care	100.00		100.00	236.61	7.78		244.39	344.39
04/05/71	Clough, Manley (E)	Perpetual Care	200.00		200.00	362.60	15.56		378.16	578.16
07/24/45	Clough, Rosetta	Perpetual Care	100.00		100.00	227.82	7.78		235.60	335.60
03/08/55	Colby, Clarence J	Perpetual Care	100.00		100.00	257.94	7.78		265.72	365.72
05/23/41	Colby, Enola	Perpetual Care	100.00		100.00	262.14	7.78		269.92	369.92
12/28/66	Colby, Frank and Willaby	Perpetual Care	200.00		200.00	485.23	15.56		500.79	700.79
08/28/46	Colby, George	Perpetual Care	200.00		200.00	393.43	15.56		408.99	608.99
02/19/75	Colby, Herbert and Grace	Perpetual Care	200.00		200.00	358.26	15.56		373.82	573.82
03/08/55	Colby, Leonard	Perpetual Care	200.00		200.00	447.13	15.56		462.69	662.69
02/15/57	Colby, Susan	Perpetual Care	200.00		200.00	426.81	15.56		442.37	642.37
12/01/53	Corliss, Nathan	Perpetual Care	100.00		100.00	225.42	7.78		233.20	333.20
09/09/69	Corney, Eldon	Perpetual Care	100.00		100.00	237.52	7.78		245.30	345.30
10/16/02	Craigie, Gordon	Perpetual Care	100.00		100.00	-	7.78		7.78	107.78
12/13/54	Currier, William	Perpetual Care	100.00		100.00	213.22	7.78		221.00	321.00
05/19/76	Danforth, Ralph and Margaret	Perpetual Care	100.00		100.00	175.81	7.78		183.59	283.59
10/30/61	Davis, John c and Warren M	Perpetual Care	198.53		198.53	430.11	15.45		445.56	644.09
07/25/31	Dow, Warren P (A)	Perpetual Care	100.00		100.00	252.87	7.78		260.65	360.65

REPORT OF THE TRUST FUNDS OF THE TOWN OF BOW

CEMETERY TRUST FUNDS

DECEMBER 31, 2003

Date of Creation	Name of Trust Fund	Purpose of Trust Fund	Principle		New Funds Created	Principle		Income		Interest Earned (Net) Y/E 12/31/03	Expended in 2003	Income		Total Cost Value 12/31/03
			Balance 12/31/02	Balance 12/31/03		Balance 12/31/03	Balance 12/31/03	Balance 12/31/02	Balance 12/31/03			Balance 12/31/02	Balance 12/31/03	
07/01/63	Elnot, John B and John P	Perpetual Care	300 00	300 00		300 00	632 92		632 92	23 34		656 26	956 26	
02/01/60	Evans Cemetery Fund	Perpetual Care	63 78	63 78		63 78	330 89		330 89	4 96		335 85	339 63	
01/11/54	Flanders, Carroll W	Perpetual Care	200 00	200 00		200 00	422 07		422 07	15 56		437 63	637 63	
01/03/63	Foot, John and Annie	Perpetual Care	200 00	200 00		200 00	648 25		648 25	15 56		663 81	863 81	
06/08/62	Furbush, Frank and Helen	Perpetual Care	400 00	400 00		400 00	896 07		896 07	31 12		927 19	1,327 19	
10/09/05	Gault, Andrew (a)	Perpetual Care	100 00	100 00		100 00	338 65		338 65	7 78		346 43	446 43	
03/08/55	Gault, DK and Arthur	Perpetual Care	100 00	100 00		100 00	358 34		358 34	7 78		366 12	466 12	
03/08/55	Giddings, Mary J	Perpetual Care	200 00	200 00		200 00	587 43		587 43	15 56		602 99	802 99	
05/17/72	Goley, Thomas	Perpetual Care	30 00	30 00		30 00	103 32		103 32	2 33		105 65	135 65	
03/08/55	Gray, Cora	Perpetual Care	100 00	100 00		100 00	213 21		213 21	7 78		220 99	320 99	
03/31/36	Green, Ann J. (G)	Perpetual Care	100 00	100 00		100 00	237 73		237 73	7 78		245 51	345 51	
03/31/36	Green, James (G)	Perpetual Care	100 00	100 00		100 00	237 73		237 73	7 78		245 51	345 51	
06/29/31	Hadley's Cemetery	Perpetual Care	100 00	100 00		100 00	310 31		310 31	7 78		318 09	418 09	
03/08/55	Hadley, Martin	Perpetual Care	500 00	500 00		500 00	1,116 29		1,116 29	38 90		1,155 19	1,655 19	
03/08/55	Hagen, Edith	Perpetual Care	150 00	150 00		150 00	352 75		352 75	11 67		364 42	514 42	
02/21/31	Hammond, Charles F	Perpetual Care	100 00	100 00		100 00	277 31		277 31	7 78		285 09	385 09	
01/03/63	Hammond, Everett, Low,	Perpetual Care	300 00	300 00		300 00	574 67		574 67	23 34		598 01	898 01	
03/27/35	Hemphill, Abigail (E)	Perpetual Care	75 00	75 00		75 00	189 16		189 16	5 84		195 00	270 00	
11/03/80	How, Harold	Perpetual Care	200 00	200 00		200 00	287 52		287 52	15 56		303 08	503 08	
05/15/97	Hulse, Lewis	Perpetual Care	200 00	200 00		200 00	58 35		58 35	15 56		73 91	273 91	
04/03/14	Johnson, Addie (E)	Perpetual Care	100 00	100 00		100 00	390 18		390 18	7 78		397 96	497 96	
03/08/55	Kennison, Ella B	Perpetual Care	100 00	100 00		100 00	257 10		257 10	7 78		264 88	364 88	
11/20/73	Korek, Eva	Perpetual Care	100 00	100 00		100 00	188 89		188 89	7 78		196 67	296 67	
07/30/53	Luce, Guy	Perpetual Care	150 00	150 00		150 00	328 54		328 54	11 67		340 21	490 21	
08/28/67	Lyford, Arthur	Perpetual Care	200 00	200 00		200 00	469 09		469 09	15 56		484 65	684 65	
03/08/55	May, George	Perpetual Care	200 00	200 00		200 00	498 34		498 34	15 56		513 90	713 90	
05/14/38	McKee, Alice C.	Perpetual Care	350 00	350 00		350 00	1,296 77		1,296 77	27 23		1,324 00	1,674 00	
12/28/62	Merrill, Eldridge	Perpetual Care	100 00	100 00		100 00	215 32		215 32	7 78		223 10	323 10	
08/11/58	Moore, Ida	Perpetual Care	107 20	107 20		107 20	262 48		262 48	8 34		270 82	378 02	
03/08/55	Morgan, Kirk	Perpetual Care	70 00	70 00		70 00	224 89		224 89	5 45		230 34	300 34	
03/16/16	Morgan, David (A)	Perpetual Care	200 00	200 00		200 00	718 31		718 31	15 56		733 87	933 87	
11/04/29	Nesmith, W E (A)	Perpetual Care	200 00	200 00		200 00	695 72		695 72	15 56		711 28	911 28	
07/20/83	Noyes, Eli	Perpetual Care	200 00	200 00		200 00	240 65		240 65	15 56		256 21	456 21	
03/24/44	Noyes, Frank N	Perpetual Care	150 00	150 00		150 00	390 16		390 16	11 67		401 83	551 83	
03/08/55	Noyes, Samuel R	Perpetual Care	100 00	100 00		100 00	269 81		269 81	7 78		277 59	377 59	
04/10/10	Ordway, Elmira	Perpetual Care	200 00	200 00		200 00	1,340 10		1,340 10	15 56		1,355 66	1,555 66	
01/16/47	Page and White	Perpetual Care	500 00	500 00		500 00	1,357 58		1,357 58	38 90		1,396 48	1,896 48	
11/04/29	Page, Willie F. (E)	Perpetual Care	100 00	100 00		100 00	592 78		592 78	7 78		600 56	700 56	

**REPORT OF THE TRUST FUNDS OF THE TOWN OF BOW
CEMETERY TRUST FUNDS
DECEMBER 31, 2003**

Date of Creation	Name of Trust Fund	Purpose of Trust Fund	Principle Balance 12/31/02	New Funds Created	Principle Balance 12/31/03	Income Balance 12/31/02	Interest Earned (Net) Y/E 12/31/03	Expended in 2003	Income Balance 12/31/03	Total Cost Value 12/31/03
03/08/55	Parker and Qumby	Perpetual Care	50 00		50 00	130 08	3 89		133 97	183 97
06/08/62	Perrigo, Susan	Perpetual Care	160 55		160 55	330 03	12 49		342 52	503 07
03/08/55	River Road Cemetery Assoc	Perpetual Care	1,000 00		1,000 00	1,173 91	77 80		1,251 71	2,251 71
03/08/55	Rogers, Wallace	Perpetual Care	100 00		100 00	232 40	7 78		240 18	340 18
05/24/58	Rowell, Clara and John	Perpetual Care	300 00		300 00	717 86	23 34		741 20	1,041 20
08/17/59	Rowell, W D and Davis	Perpetual Care	500 00		500 00	825 37	38 90		864 27	1,364 27
08/17/59	Rowell, W D (A)	Perpetual Care	500 00		500 00	829 83	38 90		868 73	1,368 73
03/08/55	Saltmarsh, Warren	Perpetual Care	100 00		100 00	241 57	7 78		249 35	349 35
03/08/55	Sampson, Adeline	Perpetual Care	400 00		400 00	1,164 19	31 12		1,195 31	1,595 31
03/08/55	Sargent, Enoch	Perpetual Care	400 00		400 00	1,173 81	31 12		1,204 93	1,604 93
03/08/55	Sargent, Simeon	Perpetual Care	400 00		400 00	1,108 03	31 12		1,139 15	1,539 15
07/08/82	Scribner, Betty	Perpetual Care	100 00		100 00	133 59	7 78		141 37	241 37
03/08/55	Short, Henry M	Perpetual Care	200 00		200 00	440 88	15 56		456 44	656 44
09/20/00	Stio, Peter	Perpetual Care	200 00		200 00	22 06	15 56		37 62	237 62
08/12/87	Storrs, Homer	Perpetual Care	100 00		100 00	62 98	7 78		70 76	170 76
08/12/87	Storrs, Wilma	Perpetual Care	100 00		100 00	62 98	7 78		70 76	170 76
06/26/24	Symonds, Mary E (A)	Perpetual Care	500 00		500 00	1,748 14	38 90		1,787 04	2,287 04
10/24/53	Upton and Kendall Lots	Perpetual Care	300 00		300 00	617 45	23 34		640 79	940 79
04/14/16	Upton, Sarah	Perpetual Care	100 00		100 00	370 27	7 78		378 05	478 05
08/27/97	Van Dyne, William J	Perpetual Care	25 00		25 00	6 63	1 95		8 58	33 58
10/25/68	Warriner, Reuben and Eliza	Perpetual Care	100 00		100 00	202 41	7 78		210 19	310 19
04/17/60	Walker, Peter R.	Perpetual Care	200 00		200 00	349 79	15 56		365 35	565 35
04/13/24	Wheeler, Wesley L (A)	Perpetual Care	100 00		100 00	204 38	7 78		212 16	312 16
03/08/55	White, Curtis	Perpetual Care	150 00		150 00	389 18	11 67		400 85	550 85
12/15/85	White, Gilbert and Evelyn	Perpetual Care	400 00		400 00	302 23	31 12		333 35	733 35
02/03/52	White, Herbert R	Perpetual Care	150 00		150 00	398 00	11 67		409 67	559 67
01/06/47	White, John Warren	Perpetual Care	300 00		300 00	797 56	23 34		820 90	1,120 90
03/03/59	White, Viola	Perpetual Care	2,769 60		2,769 60	3,911 33	215 48		4,126 81	6,896 41
06/25/59	White, Will, Issac, Frank	Perpetual Care	200 00		200 00	446 18	15 56		461 74	661 74
04/05/36	Whitemore, Lydia	Perpetual Care	50 00		50 00	131 51	3 89		135 40	185 40
03/31/36	Woodbury, Ira (G)	Perpetual Care	100 00		100 00	237 97	7 78		245 75	345 75

Totals	24,089 66	-	24,089 66	49,929 44	1,874 19	51,803 63	75,893 29
Market Value							75,301 00



**TOWN CLERK
VITAL STATISTICS**

TOWN CLERK/TAX COLLECTOR

As the Town continues to grow larger each year the Town Clerk/Tax Collector's office sees more and more business. We are trying to keep up with the many changes that have been occurring.

VITAL RECORDS: We recently went on line with the Department of Vital Records which means we can issue certified copies of birth, death and marriage license where the event occurred in towns other than Bow. Now all of those parents who have given birth at Concord Hospital can come to Bow for birth certificates instead of going to Concord City Hall. Come in and see the new vital record books we have had restored. We continue our efforts to restore a few vital records each year.

TAXES: Hopefully, all of you property owners noticed that our taxes for the second issue property tax went down. That was a pleasant surprise for everyone, and we appreciate the frugality of all our departments and those who attend Town Meetings and cast thoughtful votes regarding the Town's expenses. I had a wonderful year serving as the President of the NH Tax Collectors Association and appreciated all the knowledge I was able to gain.

ELECTIONS: With the passage of the new federal law The Help America Vote Act of 2002 ("HAVA") we have received much training and are looking forward to putting our knowledge into action as we approach the 4 elections we will have in 2004.

MOTOR VEHICLES: IF there has been a down-turn in the economy we haven't seen the effects as far as vehicle registrations are concerned. We continue to register more and more vehicles. Our service of renewals by mail continues to be very popular with the residents.

DOGS: Just a reminder to register your dogs before April 30th

After over 15 years as Deputy Town Clerk/Tax Collector, Lyn Lull has left us to pursue other interests. We welcome Cate DeVasto as the new Deputy. Sara, Cate and I look forward to serving you, and hope your experiences in the Town Clerk/Tax Collector office are pleasant.

Sincerely,

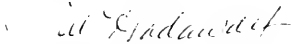
Jill Hadaway
Town Clerk/Tax Collector

2003 YEAR TO DATE REMITTANCES

811	DOG/STATE LICENSES	416.00
989	DOG/TOWN LICENSES	5,233.00
20	FISH & GAME LICENSES	1,137.50
18	MISCELLANEOUS	98.00
2,206	MOTOR VEHICLE TITLE APS	3,980.00
7,654	MOTOR VEHICLE DECAL FEES	17,820.00
27,476	TOWN MOTOR VEHICLE FEES	1,440,152.00
2	UCC COPIES	42.00
15	UCC FILINGS	2,730.00
2	UCC SEARCHES	37.00
19	VITAL STATISTICS MARRIAGE/STATE	722.00
19	VITAL STATISTICS MARRIAGE/TOWN	133.00
31	VITAL STATISTICS RESEARCH/STATE	291.00
31	VITAL STATISTICS RESEARCH/TOWN	155.00
3	WETLANDS	30.00

TOTAL: 1,472,976.50

Respectfully submitted,



Jill Hadaway
Town Clerk/Tax Collector

LICENSE DOGS BY APRIL 30TH

Male/Female: \$9.00
Owner over 65: \$2.00
Neutered Male: \$6.50
Spayed Female: \$6.50
Dogs under 7 months old: \$6.50

**Warning – Failure to comply will make you liable for a penalty of
\$25.00 if dogs not licensed by June 1st. RSA 466:13**

State of New Hampshire
Bureau of Vital Records and Health Statistics
RESIDENT MARRIAGE REPORT
01/01/2003 - 12/31/2003
--BOW--

Groom's Name	Groom's Residence	Bride's Name	Bride's Residence	Town of Issuance	Place of Marriage	Date of Marriage
BOURN, ERIC A	BOW,NH	STEWART, ANGELA M	BOW,NH	BOW	CONCORD	01/01/2003
CURRIER, JOHN R	BOW,NH	PIKE, KATHERINE L	BOW,NH	BOW	BOW	03/09/2003
SALERNO, VINCENT J	BOW,NH	DA SILVA, ANGELA O	BOW,NH	BOW	HEBRON	03/23/2003
HOWARD, WILLIAM G	BOW,NH	JARUCHAI, CHONLADA	NAKHOH SITHAMMARAT, UNKNOWN	BOW	CANTERBURY	04/20/2003
GOSLING, ROBERT C	BOW,NH	BERNATCHEZ, DENISE A	BOW,NH	BOW	BOW	
DUKETTE, JONATHAN D	NORTHWOOD,NH	COULSEY, JULIE L	BOW,NH	NORTHWOOD	BEDFORD	04/26/2003
EMMETT, LEE T	CONCORD,NH	QESCH, TARA M	BOW,NH	CONCORD	BOW	05/10/2003
LOSSANI, FRANK J	BOW,NH	DAVIES, CHRISTINE L	BOW,NH	CONCORD	CONCORD	05/24/2003
YOUNG, CHAD J	BELMONT,NH	VALLAURI, MELISSA D	BOW,NH	CONCORD	DUNBARTON	05/24/2003
HILL, JOOY L	BOW,NH	BINETTE, LORRI A	BOW,NH	CONCORD	DOVER	06/21/2003
POTTER, MARK E	PRESTWICH, UNKNOWN	DUCLOS, KATIE M	BOW,NH	BOW	DOVER	06/25/2003
DUHAMEL, DANIEL R	BOW,NH	CONNOR, RHONDA J	BOW,NH	BOW	BOW	07/04/2003
WALSH, RAPHAEL K	BOW,NH	LOUKAS, ELEANA M	BOW,NH	BOW	MANCHESTER	07/06/2003
REIN, SHAWN L	BOW,NH	LO, YUNG J	CAMBRIDGE, MA	BOW	CONCORD	07/20/2003
BOUVIER, BRIAN J	DEDHAM, MA	LATHROP, BROOKE	BOW,NH	NASHUA	NASHUA	08/09/2003
SULLIVAN, BRIAN J	BOW,NH	MCMLLEN, ELIZABETH A	BOW,NH	BOW	CONCORD	08/11/2003
AUDET, PETER R	BOW,NH	MILLER, BARBARA A	BOW,NH	BOW	BOW	08/16/2003
JONES, FRANK E	BOW,NH	PIERONI, PRISCILLA	BOW,NH	MANCHESTER	MANCHESTER	08/16/2003
ESTEP, JAMES R	BOW,NH	ASHTON, SHARI K	BOW,NH	BOW	CANDIA	08/31/2003
SARGENT, CRAIG A	BOW,NH	BENSON, SANDRA E	CONCORD,NH	BOW	BOW	09/20/2003
GALLANT, BRIAN J	BOW,NH	LAFOND, PAUL A P	BOW,NH	MANCHESTER	MANCHESTER	09/27/2003
BASCOM, STEPHEN E	LITTLETON,NH	BASCOM, JUDITH E	BOW,NH	BOW	CHICHESTER	10/03/2003
GRAHAM, SHAWN E	BOW,NH	PENNOCK, ANNE F	PENACOOK,NH	CONCORD	LACONIA	10/04/2003
BLAKE, EUGENE A	BOW,NH	LYNN, VALERIE L	BOW,NH	BOW	CONCORD	10/11/2003
FISCHER, KEVIN M	BOW,NH	POOLE, STEPHANIE P	SOUTH LAWRENCE, MA	BOW	CONCORD	11/15/2003
STONE, PAUL M	BOW,NH	MOORE, APRILL L	BOW,NH	BOW	CONCORD	12/12/2003

Total number of records

26

State of New Hampshire
Bureau of Vital Records and Health Statistics

RESIDENT BIRTH REPORT

01/01/2003 - 12/31/2003

--BOW--

Child's Name	Date of Birth	Place of Birth	Father's Name	Mother's Name
HULL, BROOKE ELIZABETH	01/07/2003	MANCHESTER, NH	HULL, DAVID	HULL, DEBRA
ROBERGE, ERIKA GRACE	01/10/2003	CONCORD, NH	ROBERGE, WILLIAM	ROBERGE, KATHERINE
VACALIUC, MARIAN GRACE	01/20/2003	BOW, NH	VACALIUC, BOGDAN	VACALIUC, KAREN
LABONTE, ELISE VIVIAN	01/30/2003	CONCORD, NH	LABONTE, MATTHEW	LABONTE, ANDREA
CLOUTIER, CAMERON JILL	01/31/2003	CONCORD, NH	CLOUTIER, TOBY	CLOUTIER, ERIKA
HADAWAY, GRACE KATHERINE	02/02/2003	CONCORD, NH	HADAWAY, NATHAN	HADAWAY, MELINDA
HYSLOP, JACK WILLIS	02/03/2003	CONCORD, NH	HYSLOP, WILLIS	HYSLOP, HOLLY
BIEHL, BROOKE MARIE	02/04/2003	MANCHESTER, NH	BIEHL, DWAYNE	BIEHL, JULIA
HARDY, ERIK MICHAEL	02/07/2003	MANCHESTER, NH	HARDY, MICHAEL	HARDY, SUSAN
WRAY, MIKAYLA ELIZABETH	03/11/2003	MANCHESTER, NH	WRAY, SEAN	WRAY, LISA
LABRECQUE, JOSEPH PAUL	03/18/2003	MANCHESTER, NH	LABRECQUE, MATTHIEU	LABRECQUE, DONNA
PARZICK, OLIVIA ANNE	03/20/2003	MANCHESTER, NH	PARZICK, ALAN	PARZICK, STEPHANIE
WHITE, ETHAN PARKER	03/28/2003	CONCORD, NH	WHITE, GARY	WHITE, INGRID
MCKEEN, LAUREN ELIZABETH	03/30/2003	CONCORD, NH	MCKEEN, BRIAN	MCKEEN, ELIZABETH
ANDERSON, ROSARIA OLIVIA	03/30/2003	CONCORD, NH	ANDERSON, GEORGE	ANDERSON, ADELINA
LEE, CONNOR THOMAS	04/09/2003	MANCHESTER, NH	LEE, CHRISTOPHER	LEE, GAIL
BOND, IAN MALCOLM	04/12/2003	CONCORD, NH	BOND, WALTER	BOND, CHRISTINE
PIZZI, KRISTINA MARIE	04/12/2003	MANCHESTER, NH	PIZZI, RICHARD	PIZZI, JOANNE
MURRAY, MAKAYLA OLIVIA	04/18/2003	CONCORD, NH	MURRAY, MARK	MURRAY, JEANETTE
CAREY, LOUISA KATHERIN	04/24/2003	LEBANON, NH	CAREY, ROBERT	CAREY, CHRISTINE
ROBBINS, ANDREW JOSEPH	05/04/2003	MANCHESTER, NH	ROBBINS, MICHAEL	ROBBINS, ALISHA
BATEMAN, KATIE CHARLOTTE	05/04/2003	CONCORD, NH	BATEMAN, THOMAS	BATEMAN, LESLIE
AVERY, EMMA CLAIRE	05/08/2003	CONCORD, NH	AVERY, EUGENE	AVERY, LYNNE

State of New Hampshire
Bureau of Vital Records and Health Statistics
RESIDENT BIRTH REPORT

01/01/2003 - 12/31/2003

--BOW--

Child's Name	Date of Birth	Place of Birth	Father's Name	Mother's Name
GORDON, MADISON DRAPEAU	05/13/2003	CONCORD, NH	GORDON, CURTIS	GORDON, LISA
BRESSON, GRACIE LYNN	05/13/2003	CONCORD, NH	BRESSON, ANDREW	BRESSON, CRISTY
BEAULIEU, JOSHUA EVAN	05/17/2003	CONCORD, NH	BEAULIEU, ERNEST	BEAULIEU, ANGELINA
BERMAN, JACOB TYLER	05/19/2003	MANCHESTER, NH	BERMAN, ELIOT	BERMAN, MICHELLE
MOORE, CAMERON BLAKE	05/20/2003	LEBANON, NH	MOORE, VANCE	MOORE, MEREDITH
CUSUMANO, HAYLEY MARIE	05/20/2003	DERRY, NH	CUSUMANO, JOSEPH	CUSUMANO, LAURA
KRAUSE, ANNA SUE	06/10/2003	MANCHESTER, NH	KRAUSE, STEVEN	KRAUSE, SARA
SARTORELLI, DALTON MICHAEL	06/24/2003	CONCORD, NH	SARTORELLI, ROBERT	SARTORELLI, HEIDI
LAVALLEE, PARKER RICHARD	07/03/2003	MANCHESTER, NH	LAVALLEE, PAUL	LAVALLEE, NATHALIE
YOUNG, MARGARET PM	07/08/2003	CONCORD, NH	YOUNG, WILLIAM	YOUNG, PRISCILLA
MURPHY, SAIGE PATRICIA	07/14/2003	CONCORD, NH	MURPHY, ROBERT	MURPHY, TEAL
SPONENBERG, SARAH GRANT	07/17/2003	CONCORD, NH	SPONENBERG, DAVID	SPONENBERG, SUSAN
JUDKINS, MADISON WINTER	08/06/2003	CONCORD, NH	JUDKINS, PETER	JUDKINS, DEBRA
PINGREE, MATTHEW JAMES	08/08/2003	CONCORD, NH	PINGREE, SETH	LYON-PINGREE, KATHLEEN
BROWN, EMILY EVELYN SUSAN	08/18/2003	MANCHESTER, NH	BROWN, STEPHEN	BROWN, MARIE
LAFRENIERE, CARMEN ISABEL	08/25/2003	CONCORD, NH	LAFRENIERE, COREY	OYUELA, LAURA
YOUNG, ELIZABETH IRENE	08/26/2003	MANCHESTER, NH	YOUNG, CHAD	YOUNG, MELISSA
PEIXINHO-REYNOLDS, BRYCE ANTH	08/27/2003	CONCORD, NH	PEIXINHO-REYNOLDS, ANTHONY	PEIXINHO-REYNOLDS, MELISSA
NICHOLLS, RYAN PRESTON	08/28/2003	CONCORD, NH	NICHOLLS, STEVEN	NICHOLLS, SUSAN
PORTER, REBEKAH SUSAN CHARLC	09/03/2003	CONCORD, NH	PORTER, CLIFFORD	PORTER, DEETTE
MOONEY, DELANA CLAIRE	09/06/2003	CONCORD, NH	MOONEY, LAWRENCE	MOONEY, DENISE
WELLS, LIAM RICHARD	09/08/2003	CONCORD, NH	WELLS, JOHN	WELLS, TRACEY
PAGE, MEREDITH IVERSEN	09/16/2003	MANCHESTER, NH	PAGE, SAM	PAGE, JULIE

State of New Hampshire
Bureau of Vital Records and Health Statistics

Page 3 of 3

RESIDENT BIRTH REPORT

01/01/2003 - 12/31/2003

--BOW--

Child's Name	Date of Birth	Place of Birth	Father's Name	Mother's Name
CONLEY, ANDREW MICHAEL	09/25/2003	CONCORD, NH	CONLEY, RICHARD	CONLEY, KELLY
PERSONS, ABIGAIL ANNE	09/26/2003	CONCORD, NH	PERSONS, DAVID	PERSONS, MELISSA
FOURNIER, BRIANA LEIGH	10/02/2003	MANCHESTER, NH	FOURNIER, RICHARD	FOURNIER, SUSANNE
WHITLOCK, VALERIE CUDEBACK	10/09/2003	CONCORD, NH	WHITLOCK, PAUL	CUDEBACK, JENNIFER
DOLDER, NATHANIEL ROBERT	10/19/2003	MANCHESTER, NH	DOLDER, ROBERT	DOLDER, MARIA
ROBERGE, MADISON ANN	10/22/2003	CONCORD, NH	ROBERGE, JEFFREY	ROBERGE, STEPHANIE
GAZAWAY, DYLAN DAVIS	10/24/2003	CONCORD, NH	GAZAWAY, DAVID	GAZAWAY, WENDY
BERRY, AARON JAMES	10/25/2003	MANCHESTER, NH	BERRY, MARK	BERRY, LAURIE
CHAMBERLIN, JESSICA REGAN	11/07/2003	CONCORD, NH	CHAMBERLIN, STEVEN	FRYE, HEATHER
WHEELER, MATTHEW OWEN	12/06/2003	MANCHESTER, NH	WHEELER, JOHN	WHEELER, CHRISTIE
HEATH, ABIGAIL MARY	12/07/2003	MANCHESTER, NH	HEATH, GEOFFREY	HEATH, ALISA
WALSH, CARTER MICHAEL	12/11/2003	MANCHESTER, NH	WALSH, RAPHAEL	WALSH, ELEANA
WEBBER, JOCELYN RAE	12/13/2003	CONCORD, NH	WEBBER, JOHN	WEBBER, MELISSA
NELSON, THOMAS ANDREW	12/18/2003	CONCORD, NH	NELSON, ANDREW	NELSON, PENELOPE
SALERNO, JOHN JOSEPH	12/31/2003	CONCORD, NH	SALERNO, VINCENT	SALERNO, ANGELA

Total number of records 61

State of New Hampshire
Bureau of Vital Records and Health Statistics
RESIDENT DEATH REPORT
01/01/2003 - 12/31/2003
--BOW--

Decedent's Name	Date of Death	Place of Death	Father's Name	Mother's Maiden Name
SANTORSA, FRANK A.	01/02/2003	CONCORD, NH	SANTORSA, ROCCO	COVIELLO, GRACE
VENIE, CHARLES	01/08/2003	CONCORD, NH	VENIE, PETER	QUELESHI, KRISULA
HAGUE, SHIRLEY A.	01/10/2003	CONCORD, NH	HODGMAN, FRANK	EMMONS, MARY
LIBBY, ROBERT C.	01/14/2003	CONCORD, NH	LIBBY, ROBERT	MCKENNEY, HAZEL
HARALAMPOPOULOS, BESSIE A.	02/12/2003	CONCORD, NH	HARALAMPOPOULOS, NICHOLA	PHILOPOULOS, ANGELIKA
SLUTER, RICHARD W.	02/17/2003	BOW, NH	SLUTER, RICHARD	MADTES, LAVINIA
JOHNSON, HELEN L.	03/09/2003	CONCORD, NH	ADAMS, ANDREW	PRIOR, HELEN
BELL, JAMES C.	03/17/2003	BOW, NH	BELL, JAMES	FOX, EVALYN
HOLLER, ALMA	03/19/2003	CONCORD, NH	HOLLER, WERNER	FISCHER, MATHILDA
PEPIN, JOHN A.	03/19/2003	ROCHESTER, NH	PEPIN, RALPH	GAUDREAU, ROSE
BRESNICK, EDWARD	03/27/2003	CONCORD, NH	BRESNICK, FRANK	LOBEL, TILLIE
QUIGLEY, JOHN C.	04/01/2003	MANCHESTER, NH	QUIGLEY, JOHN	MURREY, PATRICIA
JITTLE, RENA F.	04/08/2003	BOW, NH	MARSH, JOSEPH	PREBBLE, ALICE
PADOVANO, HARRY P.	04/10/2003	CONCORD, NH	PADOVANO, JOHN	MARRA, MARGARET
SHERIDAN, JOHN J.	04/12/2003	CONCORD, NH	SHERIDAN, JACK	WAHLEN, MAE
NAGAI, MASAICHI	04/21/2003	BOW, NH	OSAMURA, SUKEICHI	NAGAI, KIKU
FOGG, MARCIA T.	05/13/2003	CONCORD, NH	TUTTLE, ERVIN	LAWTON, JEANNETTE
MCCARTHY, PATRICIA J.	05/20/2003	CONCORD, NH	DALY, HAROLD	CUNNINGHAM, MARGARET
YOUNG, MARGARET P.	06/07/2003	CONCORD, NH	COOPER, SAMUEL	STANLEY, VASHTI
JACOBSEN, ARNOLD B.	06/20/2003	CONCORD, NH	JACOBSEN, BURR	WELCH, BERNICE
NELSEN, GERTRUDE A.	06/20/2003	CONCORD, NH	MATHESEN, CHRISTIAN	LEE, JULIA
INZINNA, FRANK	06/21/2003	CONCORD, NH	INZINNA, DOMENICO	RENNO, MARIE
DRAPER, EARLINE	06/23/2003	BOW, NH	ALEXANDER, EARL	HILL, LENA

State of New Hampshire
Bureau of Vital Records and Health Statistics
RESIDENT DEATH REPORT

01/01/2003 - 12/31/2003

--BOW--

Decedent's Name	Date of Death	Place of Death	Father's Name	Mother's Maiden Name
SAARI, DOROTHY M.	07/23/2003	CONCORD, NH	DOYLE, BARNEY	HALVERSON, INGRID
MOORE, EVA M.	08/05/2003	BOW, NH	MOORE, STEPHEN	WHITING, BLANCHE
NADEAU, RITA M.	09/30/2003	BOW, NH	MAJOR, JOSEPH	BLANCHARD, ROSE
GOODWIN, ELGIE A.	10/16/2003	CONCORD, NH	GOODWIN, ELMER	HOIT, GLADYS
LEAVITT, GARY W.	10/24/2003	BOW, NH	LEAVITT, ALBERT	BUXTON, MARGARET
FOLEY, DEBRA J.	10/26/2003	CONCORD, NH	CORMIER, LEO	LECLAIR, LEONA
ALEXANDER, VERNA E.	11/05/2003	LEBANON, NH	ELLIOTT, GEORGE	HAWES, JESSIE
PARNASS, MARIE	11/18/2003	CONCORD, NH	FRIEDLAND, JACOB	WARSHAW, KATHERINE
BECKWITH, MERNIE D.	12/04/2003	BOW, NH	BECKWITH, RAYMOND	CLARK, JEANETTE
BERNIER, MARY	12/23/2003	CONCORD, NH	GAUDREAU, JOSEPH	LAFAMME, AMY

Total number of records 33

**TOWN OFFICER, STAFF,
FEDERAL AND STATE
REPRESENTATIVES**

TOWN OFFICERS AND STAFF

Board of Selectmen

Leon Kenison.....	Term Expires 2004
Ethan V. Howard, Jr.	Term Expires 2004
Harold Judd	Term Expires 2005
Isabel Sinclair	Term Expires 2006
Eric Anderson	Term Expires 2006

Trustees of Trust Funds

Bryan Fenn	Term Expires 2004
Richard Manburg.....	Term Expires 2005
Nancy Rheinhardt.....	Term Expires 2006

Supervisors of Checklist

Debbie Chalk	Term Expires 2004
Leslie Boylan	Term Expires 2006
Sara Swenson	Term Expires 2008

Town Manager.....	James Pitts
Town Clerk/Tax Collector.....	Jill Hadaway
Deputy Town Clerk.....	Cate DeVasto
Account Clerk	Sara Swenson
Planning Director.....	Bill Klubben
Planning Assistant.....	Bryan Westover
Building Inspector/Code Enforcement Officer.....	Bud Currier
Police Chief.....	Rodney Forey
Director of Public Works.....	Leighton Cleverly
Fire Chief.....	H. Dana Abbott
Treasurer	Mark Lavalle
Deputy Treasurer.....	Roland Gamelin
Administrative Assistant.....	Gail Loomis
Assessor	Wil Corcoran Associates
Assessing Technician	Carol Olson
Building Dept. Clerk.....	Janette Shuman
Recreation Director	Cynthia Rose
Bookkeeper.....	Paula Dwinal
Health Officer	Ethan V. Howard, MD
Deputy Health Officer	David Underwood, MD
Human Services Director	Debra Bourbeau
Custodian.....	Myrton Fellows

BOARDS, COMMITTEES AND COMMISSIONS

Budget Committee

John Burton	Term Expires 2004
Robert Graves	Term Expires 2004
Paul Roy	Term Expires 2005
Sara Swenson, Ch.	Term Expires 2005
Susan Stevens	Term Expires 2006
Rick Hiland	Term Expires 2006
Harold Judd, Selectmen Representative	
Pansy Bloomfield, School Board Representative	

Baker Free Library

John Swenson, Trustee	Term Expires 2004
Virginia Shirk, Trustee	Term Expires 2005
Laura McCarthy, Trustee	Term Expires 2006
Eric Anderson, Trustee	Term Expires 2007
Thomas Ives, Trustee	Term Expires 2008
Linda Kling	Director
Jennifer Ericsson	Children's Librarian
Donna Downs	Library Assistant
Charlotte Buxton	Library Assistant
Beth Titus	Circulation Desk Assistant
Amy Bain	Circulation Desk Assistant
Rachael Nicolaou	Circulation Desk Assistant
Abe Anderson	Bookkeeper
Bob Foote	Custodian
Melanie Titus	Page

Planning Board

Arthur Cunningham, Ch.	Term Expires 2004
Richard Weed	Term Expires 2004
Donald Lane	Term Expires 2005
Stephen Buckley	Term Expires 2005
John McAllister	Term Expires 2006
Douglas Barnard	Term Expires 2006
Leon Kenison, Selectmen Representative	Term Expires 2004
Thomas Hartley, Alternate	Term Expires 2004
Gil Rogers, Alternate	Term Expires 2004
Sandra Crystall, Alternate	Term Expires 2005

Richard Menard, Alternate	Term Expires 2005
John Wallace, Alternate	Term Expires 2006

Ballot Clerks

Melba Terrell, Republican	Virginia Urdi, Democrat
Betty Finer, Republican	Tom Fagan, Democrat
Clarissa Bouchard, Republican	Fay Stoutenburgh, Republican

Zoning Board of Adjustment

Harry Hadaway	Term Expires 2004
Nancy Knapp	Term Expires 2005
Robert Ives	Term Expires 2005
Todd Fahey	Term Expires 2006
Robert Mack, Ch	Term Expires 2006
Leonard Nuth, Alternate	Term Expires 2004
Leonard Nuth, Alternate	Term Expires 2004
David Obolewicz, Alternate	Term Expires 2004
Tom Keane, Alternate	Term Expires 2005
Dennis Daggett, Alternate	Term Expires 2006
Robert Wyatt, Alternate	Term Expires 2006

Historical Commission

Halstead Colby	Term Expires 2004
Jacqueline Jennings	Term Expires 2004
Beth Titus	Term Expires 2005
Roger Ordway	Term Expires 2005
Dick Stevens, Ch	Term Expires 2006
Janet Shaw	Term Expires 2006
Isabel Sinclair, Sel. Rep	Term Expires 2004

Highway Safety Committee

Sgt. Margaret Lougee	Term Expires 2004
Leighton Cleverly, Director of Public Works	Term Expires 2004
H. Dana Abbott, Fire Chief	Term Expires 2004
Halstead Colby	Term Expires 2004
James Cailler	Term Expires 2004
Robert Barry	Term Expires 2004

Ethan V. Howard, Jr., Sel., Ch Term Expires 2004

Conservation Commission

John Meissner Term Expires 2004
 Harold Keyes Term Expires 2004
 Wendy Waskin..... Term Expires 2004
 Nancy Rheinhardt, Ch..... Term Expires 2005
 Katherine Lane Term Expires 2005
 Richard Sheridan..... Term Expires 2006
 Marcel Duhaime Term Expires 2006
 Michael Madden, Alternate Term Expires 2005
 Sandra Crystall, Alternate Term Expires 2006

Recreation Commission

Roland Robinson..... Term Expires 2004
 Charles Rheinhardt, Ch..... Term Expires 2004
 Elizabeth Finer..... Term Expires 2005
 Cynthia Gow Term Expires 2005
 Robert Gosling..... Term Expires 2006

Business Development Commission

Michael Audley Term Expires 2004
 Donald Lane Term Expires 2004
 Kenneth Koorneef Term Expires 2004
 Jon Hanson..... Term Expires 2005
 Rick Hiland..... Term Expires 2005
 Joseph Brigham, Ch..... Term Expires 2006
 Robert Grappone..... Term Expires 2006
 Leon Kenison, Selectman..... Term Expires 2004

Recycling Committee

Georgette Daugherty..... Term Expires 2004
 Gary Lynn Term Expires 2004
 Cynthia Klevins..... Term Expires 2005
 Tom Sutton Term Expires 2005
 Sheryl Cheney..... Term Expires 2006
 Scott Knowland..... Term Expires 2006

Lyn Spain Term Expires 2006

Upper Merrimack River Advisory Committee

Robert Wyatt Term Expires 2004
Krista Crowell Term Expires 2005
Gary Lynn Term Expires 2006
Susan Paschall Term Expires 2006

Central N.H. Regional Planning Commission

Stephen Buckley Term Expires 2004
Douglas Barnard Term Expires 2006

Representatives to Regional Refuse Disposal Commission

James Pitts Term Expires 2006
Leighton Cleverly, Alternate Term Expires 2004

Town Center Study Committee

Paul Roy Term Expires 2004
Vacant Term Expires 2004
John McAllister Term Expires 2005
Reginald Scott, Ch Term Expires 2005
Isabel Sinclair Term Expires 2006
Arthur Cunningham, Alternate Term Expires 2006
H. Dana Abbott, Alternate Term Expires 2006

Ambulance Oversight Committee

Dr. Andrew Jaffe Term Expires 2004
Mary Lougee, Ch. Term Expires 2004
Ruth Underwood Term Expires 2005
Barbara Ward Term Expires 2006
Gary Gordon Term Expires 2006

**Representative to Advisory Task Force
Bow/Concord I-93 Project**

Eric Anderson, Sel.....	Term Expires 2004
Bill Klubben, Technical Support Rep.....	Term Expires 2006

U.S. CONGRESSIONAL DELEGATION

U.S. SENATE

THE HONORABLE JUDD GREGG

393 Russell Senate Office Building (202) 224-3324
Washington, DC 20510-2940 FAX (202) 224-4952
e-mail: mailbox@gregg.senate.gov

125 North Main Street (603) 225-7115
Concord, NH 03301 FAX (603) 224-0198

THE HONORABLE JOHN E. SUNUNU

111 Russell Senate Office Building (202) 224-2841
Washington, DC 20510 FAX (202) 228-4131
e-mail: mailbox@sununu.senate.gov

1589 Elm St., Suite 3 (603) 647-7500
Manchester, NH 03101 FAX (603) 647-9352

U.S. HOUSE OF REPRESENTATIVES

THE HONORABLE CHARLES BASS – District 2

2421 Rayburn House Office Building (202) 225-5206
Washington, DC 20515 FAX (202) 225-2946
e-mail: cbass@mail.house.gov

142 North Main Street (603) 225-0249
Concord, NH 03301 FAX (603) 226-0476

THE HONORABLE JEB BRADLEY – District 1

1218 Longworth House Office Building (202) 225-5456
Washington, DC 20515 FAX (202) 225-5822

1095 Elm Street
Manchester, NH 03101

**BOW REPRESENTATIVES TO THE
NEW HAMPSHIRE GENERAL COURT**

N.H. House

District 41:

Eric Anderson
4 River Road
Bow, NH 03304-3309 228-0448

Leon Kenison
143 Page Road
Bow, NH 03304-4711 224-2835

Steve DeStefano
7 Sharon Drive
Bow, NH 03304-4325 224-2641

N.H. Senate

District 16:

Theodore Gatsas Home 668-1233
582 Chestnut Street Office 623-0220
Manchester, NH 03104-6052

REPORTS OF
**DEPARTMENTS, BOARDS,
COMMISSIONS
AND
REGIONAL
AGENCIES/ORGANIZATIONS**

AMBULANCE OVERSIGHT COMMITTEE

The Ambulance Oversight Committee was established in 1998 by a vote of the Town and reports directly to the Town Manager and Selectmen. To insure a commitment to excellence the committee's responsibilities include providing impartial long-term advice, investigating complaints, and promoting continuing education.

The Committee meets bi-monthly on the last Tuesday at 7:00 P.M. in the Rescue Building and works closely with representatives of the Bow Fire/Rescue Department. The Committee reviews ambulance calls, and monitors IV proficiency and confidentiality to assure that quality of care is being provided.

We feel that the Town of Bow is very fortunate to have such a dedicated, professional Emergency Medical Service. We wish to especially recognize and thank the EMS members for the many hours they devote to training in order to maintain and upgrade their skills and to stay current with increased state requirements. The department continues to use the 12 lead Zoll Defibrillator/Monitor (AED-Automatic External Defibrillator) purchased last year. Feedback from Concord Hospital indicates that the faxed EKG's are invaluable in preparing for the Patient's arrival at the hospital's Emergency Department.

There has been an increase from last year's 795 calls to a projected 900 calls for the department this year. It appears that the increase has been due to an increase in motor vehicle accidents and the newly opened Senior Living Community.

Once again the Committee urges any individual who has contact with the Bow Fire/Rescue Department and has a comment relative to patient care to contact the Committee at:

Bow Ambulance Oversight Committee
c/o Town of Bow
10 Grandview Road
Bow, NH 03304

Respectfully Submitted,

Bow Ambulance Oversight Committee

Mary Lougee, Chairperson
Gary Gordon
Andrew Jaffe, MD
Ruth Underwood
Barbara Ward

ASSESSING DEPARTMENT REPORT

The Assessing Department is happy to report that the new online database through the Vision Appraisal Technology Company has been very popular. In one year's time, parcels have been looked up over 11,000 times, from people located in town, across the country, and all the way to Hawaii! For online access to property information, go to www.visionappraisal.com and click the online database tab, go to NH, then Bow. There you will need to register as a user, a quick and simple process. We hope you enjoy the convenience the website offers. For the most current information, however, you should check with our office, as presently, the online information is updated just twice a year.

According to the Central New Hampshire Regional Planning Commission, Bow encompasses 19,030.9 acres, or 29.74 square miles. After subtracting 239.7 acres of water area, and 761.6 for roads (per the Department of Transportation), we have a total of 18,029.6 land acres. Nearly 30% of those land acres, or 5,292.3, are enrolled in the Current Use Program, a state program which encourages the preservation of open space and the conservation of our natural resources. If you own property that has 10 or more unimproved acres, and are interested in reduced taxes, ask us about the benefits and restrictions of the Current Use Program.

The following statistics were the basis for the 2003 property taxes:

Total Property Taxes Assessed	\$17,766,957
Less - War Service Credits	\$36,850
Total Property Tax Commitment	\$17,730,107
Net Town Valuation with Utilities <i>(for local tax rate calculation)</i>	\$856,044,127
Net Town Valuation without Utilities <i>(for state education tax)</i>	\$644,798,927

The assessor's primary responsibility is to find the fair market value of your property, so that you pay only your fair share of the taxes. A tax rate applied to your property's assessed value determines the amount of tax you pay. All the taxing agencies: the municipality, the local school district, the county, and state education, determine the tax rate, depending on the town's valuation, what is voted on at the Town Meeting and the School District Meeting, and what is needed to provide all the services you enjoy. If you feel that taxes are too high, you should make your opinion known to the proper taxing authorities. Following is a chart showing the tax rates per thousand for the last three years:

Taxing Authorities	2003	2002	2001
Town	\$ 4.55	\$ 4.72	\$ 4.75
Bow School District	\$ 10.33	\$ 10.84	\$ 13.53
State Education	\$ 5.33	\$ 5.49	\$ 8.27
County	\$ 1.86	\$ 2.10	\$ 2.54
TOTAL TAX RATE	\$ 22.07	\$ 23.15	\$ 29.09

If you feel your assessment is too high, the taxpayer has until March 1st following the receipt of the final tax bill, to file an Abatement Application Form with their municipality. Applications are available in the Assessing Office, where we maintain a sales record book that can be used for reference, or you may go online to find comparable properties and check their sales prices and values.

As of December 31, 2003, the Town of Bow had 3,160 parcels, 137 of which were tax exempt. There were 187 improved commercial/industrial parcels, and 2,457

improved residential properties. The total valuation before exemptions and tax credits was \$865,567,355. The value of elderly exemptions was \$8,889,462, plus another \$549,156 for veterans, disabled, and energy tax credits.

As Bow continues to be a very desirable place to live, the selling price of homes also continues to increase, which in turn, affects the assessed value of properties. Please feel free to ask us about your eligibility for tax relief. As always, your financial information is kept confidential and returned to you.

If you have any questions, please call the Assessing Office at 228-1187, Ext. 15, or stop by the Bow Municipal Building, where we are located on the lower level. You may also e-mail me at: assesstech@bow-nh.gov.

Respectfully Submitted

Carol Anne Olson
Assessing Technician

Baker Free Library

On February 26th, during "Love Your Library Month" the Trustees closed the library for an hour and a half and sent the staff to lunch at Chen Yang Li in recognition of their hard work and dedication to the library. It was a treat we all enjoyed

Our Artist Series experienced a rebirth this year with three local artists, Douglas Dartnell, Lyn Lull and Norma O. Blanchard generously displaying their work for all to enjoy. We look forward to offering the gallery space to any interested local artists of any age in 2004.

Musician, Steve Blunt entertained children and adults with his "Music for Fun" program during the February vacation. The summer reading program, "Reading Rocks the Granite State" was enjoyed by 226 participants. Children's non-fiction author Kathy Deady and picture book author Roberta Baker presented programs during the summer on their craft. Children's librarian Jennifer Ericsson continued her popular story time programs for children throughout the year.

Bridget Mellow, owner of "totally not mellow, LLC" was hired during the summer months to help us decorate the Reference Room. A warmer color of paint was applied to the walls as were two quotes pertaining to our benefactor, Henry Baker and several smaller improvements were made to the mantels. Window treatments were left until next year due to the cost and availability of funds. If you have not enjoyed the new feel of the Reference Room you should stop in, relax and thank Henry for his generosity.

In September Amy Bain joined the staff on Monday and Tuesday evenings in the evening Circulation Desk Assistant position. Amy is a long time library user and Bow resident. We are thrilled to have her on board and appreciate the skills she brings to the front desk.

The adult "Book Talk" group continues to meet on the second Tuesday of the month at 12:30 PM or 6:30 PM. Titles read in 2003: Single Shard by Linda Sue Park, Love that Dog by Sharon Creech, Miracle at St. Anna by James McBride, Best Loved Poems of Jackie Kennedy Onassis edited by Caroline Kennedy, I Thought My Father Was God and Other True Tales edited by Paul Auster, Empire Falls by Richard Russo, Treasure Island by Robert L. Stevenson, Little Friend by Donna Tartt, One Thousand Chestnut Trees by Mira Stout, Sandy Koufax by Jane Leavy and Year of Wonders by Geraldine Brooks.

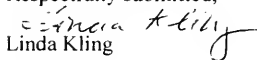
Local fitness instructor Becca Cleary offered free Yoga classes in June and November to anyone interested in basic Yoga postures. The library hosted a program on geothermal energy presented by Carl Orio of Water Energy Distributors, Inc. of Atkinson, NH in November. The on-going book sale in the basement was very popular all year and it continues to help fund the Friends of the Library Pass program. The "\$1.00 a bag" book sale extravaganza during the Christmas break was very well attended and we were able to make room for more sale books.

The Board of Trustees worked hard all year and have firmed up goals for a five year plan including items for landscaping, library hours, computer upgrade, renovating and expanding the basement and future replacement of the carpet. Check out the "Trustee Notes" at our web site for more information.

In December the outside lighting necessary to illuminate an emergency exit out to South Street was installed. In addition to making the emergency exit usable at night the lighting also highlights the beautiful architectural features of the 1914 building.

Getting to know our software and our web page at <http://www.bowbakerfreelibrary.org> was a common goal this year for borrowers and staff alike. You can access the entire collection on-line, check your own record to see what you have out and when it's due and reserve items that are checked out. You can also check out our calendars to see what programs are offered and the time. We look forward to serving you in the next year and thank you for your support.

Respectfully submitted,


Linda Kling
Library Director

**BAKER FREE LIBRARY
2003 Budgeted Activity**

OPERATING ACCOUNT

Receipts: Balance on hand 1/1/03		\$29,458.72
Town of Bow Appropriation	\$277,004.04	
Non-Resident User Fees	430.00	
Employee Purchases (Reimbursement)	220.93	
Bank Interest	76.02	
Misc. Income (Refunds, etc.)	22.38	
Salary Overhead Reimbursement by Employees (insurance benefits)	3,512.88	
TOTAL REVENUE 2003	\$281,266.25	281,266.25
		<u>\$310,724.97</u>
Less refund to Town for 2002 budgeted funds not spent		11,248.49
Total Receipts 2003		<u>\$299,476.48</u>

Disbursements (2003 Budgeted Expenses):

Salaries	\$138,866.00	
Salary Overhead	40,205.70	
Bank Charges	165.00	
Telephone	2,717.30	
Electricity	9,052.03	
Fuel Oil	6,545.04	
Sewer Use	340.00	
Alarm	945.00	
Assoc., Meetings	275.00	
Library Supplies	3,626.49	
Computer Maintenance/Software	5,800.49	
Postage	1,342.75	
Special Programs	1,683.99	
Maintenance - Building	9,577.54	
Maintenance - Grounds	3,885.79	
Books, Periodicals, Audio	42,430.59	
New Equipment	1,726.96	
Continuing Education	450.00	
Preservation	21.98	
Legal	432.50	
TOTAL DISBURSEMENTS 2003	\$270,090.15	270,090.15
Balance on hand 12/31/03		<u>\$29,386.33</u>

Respectfully submitted,
Virginia B. Shirk, Co-Treasurer

**BAKER FREE LIBRARY
2003 NON-BUDGETED ACTIVITY**

RSA ACCOUNT

	<u>Receipts</u>	<u>Disbursements</u>	
Balance on Hand 1/1/03			\$4,418.45
Photocopies, Fax, Fines	\$1,301.84	(1,118.39)	
Lost & Damaged Materials	330.16	(638.03)	
WA Kennedy Trust	47.30		
Donations for Materials	428.75	(376.05)	
Account Interest	26.72	(400.72)	
	\$2,134.77	(\$2,533.19)	(398.42)
			\$4,020.03

LIBRARY ACCOUNT

	<u>Receipts</u>	<u>Disbursements</u>	
Balance on Hand 1/1/03			\$18,971.88
Donations	\$ 100.00		
Bldg. Repair/Improve.		(2,100.13)	
Gifts to Volunteers		(120.19)	
Account Interest	33.32		
	\$ 133.32	(\$ 2,220.32)	(2,087.00)
			\$16,884.88

Respectfully submitted,
John Swenson, Co-Treasurer

BOW BUSINESS DEVELOPMENT COMMISSION

The Business Development Commission was formally established (as the Industrial Development Commission) in 1978 by warrant article. The purpose of the Commission is

1. To advise the Select Board on issues affecting economic development and
2. To establish a process for long range economic development.

During 2003, the Business Development Commission met 14 times. Preliminary design of the Town water system and extension of the waste-water system to serve the business development area was on every BDC agenda. In addition the BDC worked to continue to implement the adopted Economic Development Plan and Implementation Strategy, make recommendations to the Select Board, Planning Board and Zoning Board of Adjustment on issues affecting business development, and support the Bow Economic Development Corporation in its efforts to develop a business park in Town.

Design of the water and waste-water systems for the business area is a major step toward implementing the 2002 Town Meeting bond authorization. At the meeting, the Town authorized bonds for \$12,500,000 for a water system and sewage system expansion.

The Preliminary Design Report has been accepted by the Business Development Commission. The report is available for review at the municipal offices or via a link from the Town web site. The total service area of the systems is about 1700 acres. The Commission is reviewing the scope of services and cost estimate for final design, bid specifications, and final permitting.

Well field testing was successful. The final permit will require acquisition of the well field and storage tank location, construction of the production well, another pump test, design of required treatment works, design of the 1,000,000 gallon storage tank, adoption of water service ordinance, and preparation of well-head protection measures. The tested water was of high quality. Treatment will include aeration and the addition of potassium hydroxide, sodium bicarbonate, and chloramine.

The waste-water collection and transport system includes two large pump stations. One transports the waste-water from the business area to Hall Street / 3-A. The second would replace the Hall Street pump station to transport all waste-water generated in Town to the Hall Street Waste Water Treatment Facility in Concord. Two smaller pump stations would serve the Johnson Road area and River Road between Dunklee Road and the RR bridge.

Construction could commence in 2004, once bid specifications are complete and permits are received. At this time, the Business Development Commission has not identified sufficient new water and sewer customers to justify construction.

As 2003 comes to a close, approximately \$350,000 has been spent against the bond and we anticipate an additional \$425,000 for final design, bid specifications, and final permitting. The Town has not yet sold any of the authorized bonds. As of the end of 2003, we do not expect that your 2004 tax bills will be impacted by bond payments.

Town Officials met again with NH Department of Transportation officials to expedite the redesign and reconstruction of NH Route 3A. 2002 Town Meeting warrant article 9 appropriated \$175,000 to provide matching funds to design Route 3A improvements. Since the funds have not yet been obligated through NHDOT as of December 31, 2003, the funds will likely be returned to the general fund.

The BDC successfully formed the Bow Economic Development Corporation in 2002. The Corporation received funding from the Town in 2002 and 2003 to assist in its operations and to begin development of the old town sand pit on NH 3A. Based on a property survey and wetlands evaluation, the BEDC determined that the site was not suitable for development of a business park. The Business Development Commission and Bow Economic Development Corporation will work together to develop the site and to identify another site for a business park. Several current and former members of the BDC are

on the Board of Directors of the BEDC to ensure that the activities of the corporation are consistent with the best interests of the Town.

The BDC continues to focus on achieving its four general objectives: improvement of business development infrastructure; additional new development sites in the study area; enhancement of the existing built environment; and long term fiscal management.

In 2004, final design of the water and waste-water systems will be completed. Marketing the business development assets of the Town has become a priority to ensure that when we are ready to build infrastructure that business expansion is ready to use it. The BDC is coordinating other utility infrastructure (three phase power, telecommunications, natural gas, and rail) needed to support growth in the business development area. Natural gas will soon be available on Route 3-A, Dunklee Road, and a portion of River Road.

In 2003 the focus of the BDC was on designing the infrastructure to attract high quality, high value business development to Bow. The members of the Commission appreciate the support that Town residents and taxpayers have provided over the past several years.

On behalf of the Business Development Commission, I invite input and participation from all Bow citizens. Our meeting schedule is available at the Municipal Building on Grandview Road. Our regular meetings are at 7:30 A.M. on the third Wednesday of each month. For the latest schedule, call Bill Klubben at 225-3008 or speak directly with any member of the Commission.

I also wish to thank the Commission members for all their work in 2003.

Respectfully submitted,

Joseph Brigham, Chair
Robert Grappone, Vice Chair
Rick Hiland, Secretary
Leon Kenison, Select Board representative
Michael Audley
Jonathan Hanson
Kenneth Koornneef
Richard Weed

BUILDING INSPECTOR / CODE ENFORCEMENT OFFICER'S REPORT

The total number of building permits issued in 2003 was 191. Of these, there were 34 new single-family homes, including one home built as a fire replacement. Eight of the new homes are located at *Windchimes*, a condominium elderly housing community. Four of these new homes are cottage units located at the *White Rock Senior Living* community. Single-family housing starts saw a reduction of 23 applications from the previous year. However, in addition to the single-family homes listed above, the *White Rock Senior Living* community completed the construction and opening of their second phase. This phase is comprised of 43 apartment units. Additionally, construction on the third phase of 40 apartment units is underway.

Permits were issued for 52 additions and/or renovation projects, 16 garages, 12 swimming pools, and 46 decks, porches and/or gazebos. The balance of the permits was issued for various commercial ventures, outbuildings, demolitions, etc.

The average estimated cost of construction (excluding land, well and utilities) for a new home in 2003 was \$176,471. The estimated costs ranged from \$75,000 to \$450,000. In 2002, the average estimated cost was \$189,100.

In accordance with Bow's Growth Management Ordinance, the estimated availability of building permits for dwelling units to be issued in 2004 is 53, including a homeowner reservation of 14.

Revenues collected through this Department in 2002 were as follows:

Building Permits.....	\$90,323
Zoning Board Applications.....	1,945
Planning Board Applications.....	25,004
Cemetery Lots/Burials.....	17,195
Ordinance Sales.....	998
Oil Burner Permits.....	60
Copies.....	1,444
TOTAL.....	\$136,969

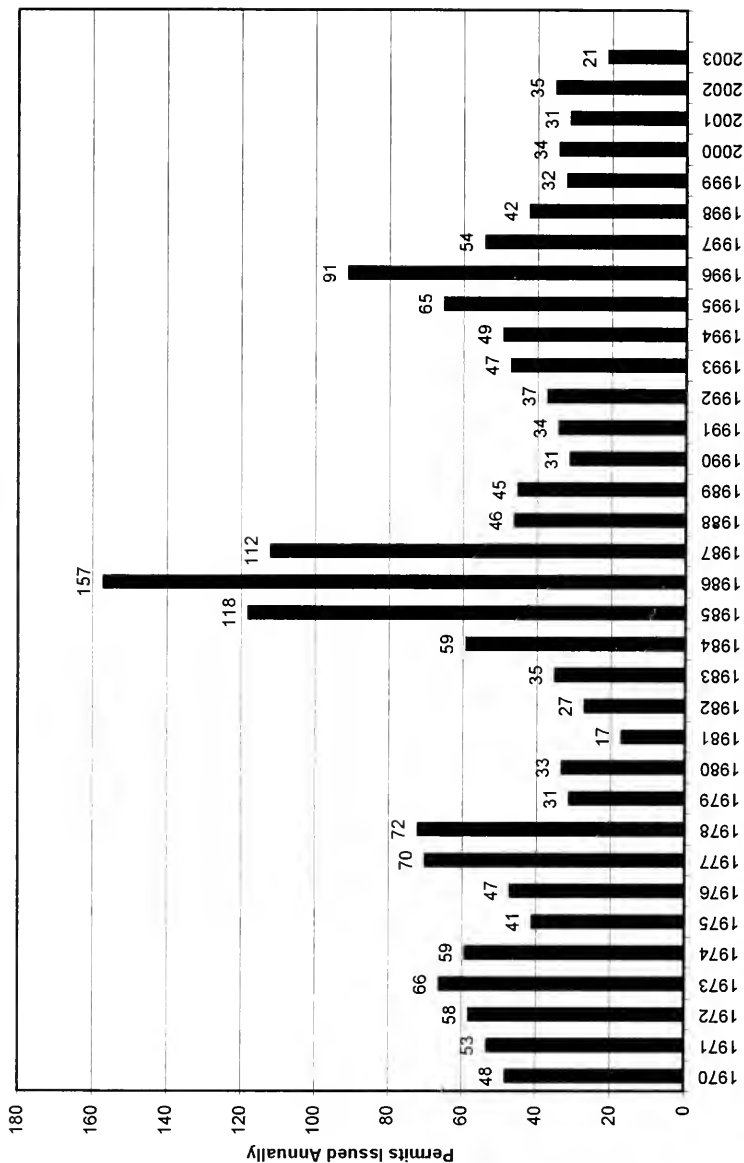
Following this report is a chart showing the numbers of single-family building permits, which have been issued from 1970 to the present.

Respectfully Submitted,

Bud Carrier
Building Inspector

A REMINDER: All new construction requires a building permit including: porches, dormers, swimming pools, decks, barns, sheds, electrical upgrades, and most renovation projects.

Single Family (Non Elderly) Building Permits Issued Town of Bow, New Hampshire



CENTRAL NEW HAMPSHIRE REGIONAL PLANNING COMMISSION
28 Commercial Street ❖ Concord, New Hampshire 03301
❖ phone: (603) 226-6020 ❖ fax: (603) 226-6023 ❖ internet: www.cnhrpc.org

Established in accordance with state law, the Central New Hampshire Regional Planning Commission (CNHRPC) is a voluntary association of 20 communities in Merrimack and Hillsborough Counties. The Town of Bow is a member in good standing of the Commission.

The Commission's mission is to improve, through education, training, and planning assistance, the ability of the municipalities of the region to prepare and implement municipal plans; to prepare a plan for effective and appropriate development and utilization of the resources of the region; and to assist municipalities in carrying out the regional plan.

The Commission provides a variety of planning services, including consultations on planning issues; planning research; sample ordinances, regulations, and planning documents; access to Census information and other data sources; grant information; review and comment on planning documents; development review; and educational programs. Membership also entitles a community to affordable master planning assistance, geographic information systems (GIS) mapping, and other land use and transportation planning-related assistance.

In 2003, the Central New Hampshire Regional Planning Commission:

- Provided general local planning assistance to member municipalities and responded to inquiries regarding zoning ordinance, subdivision regulation, and site plan review regulation revisions.
- Worked with the Bow Master Plan Steering Committee and various chapter subcommittees to continue the development of the Bow Master Plan, scheduled for completion in early 2004.
- Held training sessions related to Planning Board process and development review procedures.
- Coordinated four meetings of the CNHRPC Regional Resource Conservation Committee (R2C2). The R2C2 seeks to bring representatives of each of the region's communities together to work on conservation issues that affect the overall region.
- Hosted educational regional workshops on Shoreland Protection and Wetlands Protection through the Regional Environmental Planning Program (REPP).
- Provided assistance related to implementation of the Statewide Building Code and local building codes.
- Conducted approximately 225 traffic counts throughout the region.
- Organized and hosted five meetings of the CNHRPC Transportation Advisory Committee (TAC).
- Finalized the update of the FY 2005-2014 Regional Transportation Improvement Program (TIP) and participated in the development of the Statewide 10 Year Transportation Plan.

- Continued the update and expansion of the regional transportation model. The transportation model will be an integral component of the I-93 Bow to Concord Transportation Planning Study.
- Provided assistance to municipalities, groups and interested individuals regarding the Transportation Enhancements (TE) and Congestion Mitigation and Air Quality (CMAQ) programs.
- Facilitated a series of housing forums through funding provided by the New Hampshire Housing Finance Authority (NHHFA).
- Provided continuing technical assistance to the Upper Merrimack River Local Advisory Committee and the Contoocook North Branch Local Advisory Committee.
- Coordinated the development of the Concord Area Transit Expansion Study.
- Provided assistance to CNHRPC member towns regarding National Flood Insurance Program (NFIP) participation and compliance.
- Undertook local and regional hazard mitigation planning activities.
- Maintained and updated the www.nhrpc.org website of statewide local census data and statistics.
- Assisted local housing and childcare advocacy groups through funding provided by the Community Development Finance Authority (CDFA).
- Provided support and assistance to local trail advocacy groups and communities interested in trail development.

For additional information, please contact the CNHRPC staff or your representatives to the Commission, Stephen Buckley and Doug Barnard, or visit us on the internet at www.cnhrpc.org.

CONCORD REGIONAL VISITING NURSE ASSOCIATION

The Concord Regional Visiting Nurse Association (CRVNA) continues to offer comprehensive health services to the residents of Bow. The following is a description of these services:

Home Care services respond to the health care needs of those patients with acute or chronic illnesses that require skilled professional and para-professional care so they may return to or remain in their homes. Emphasis is on promoting independence and maximum functioning of the patient within the least restrictive setting. Patients who receive services range from children who have a complex medical condition to frail elders who require supportive assistance to stay in their own homes.

Hospice services provide professional and para-professional services to the terminally ill patient with a limited life expectancy. The goal is to enhance the quality of the patient's remaining life by helping he/she remain at home in comfort and dignity. Emphasis is on pain and symptom management and skilled intervention to meet the patient's special physical, emotion and spiritual needs.

CRVNA's Hospice House provides residential care to terminally ill patients who have no primary caregiver or need a supported residential setting. Often times patients are transferred into the Hospice House when a caregiver is exhausted and unable to care for them at home any longer. To date, this house has provided a home to approximately 500 terminally ill residents.

Community Health services include health education, health maintenance and preventive health services. The program includes preventive care, adult and senior health, child health, Baby's First Homecoming, immunizations for all ages, supportive services to school districts parent education and support, health education and nutritional counseling.

Community Health includes health promotion services which focus on the low and marginal income families and individuals to prevent illness by professional assessment and screening for health risks and needs, by early intervention to prevent, eliminate, or minimize the impact of illness and/or disability, and by anticipatory guidance and health teaching. Emphasis is on promoting healthy children, families and individuals through early intervention and health teaching. Services rendered in the clinic setting are: child health, adult screening and immunizations. Home visits are made in crisis situations or when needed health care cannot be given in the clinic. Senior health services are provided at congregate housing sites.

Over the past two years Senior Health Clinics have expanded to reach out to seniors who may require a monthly check by a nurse of their blood sugar, blood pressure, and/or diabetes management. The expansion of these services was in response to the decrease in Medicare services to seniors.

Professional and para-professional hourly home services are provided on a private for-fee-service basis. Health education and instruction are part of each home visit or clinic visit.

Anyone in Bow may request service: patient, doctor, health facility, pastor, friend or neighbor. The nurse who completes an assessment will coordinate with the patient's physician a plan of care to meet the patient's specific needs. If the patient does not have a physician the nurse will assist the patient to identify one and schedule a visit. The agency has developed a program with the NH-Dartmouth Family Practice Residency Program to coordinate a house call visit by a resident to a frail elder's home who is unable to leave his/her home.

A call to Concord Regional Visiting Nurse Association (1-800-924-8620) is all that is necessary to start services or make inquiries. The CRVNA office is open Monday through Friday from 7:30 am to 5:00 pm. A nurse is on call twenty-four hours a day. The On-Call Nurse can be reached by calling 1-800-924-8620.

Federal regulations specify a charge is applicable to all visits. Fees are scaled for the individual without health insurance and/or who is unable to pay the full charge. However, to fee scale, federal regulations require a financial statement be completed by the patient or responsible person. The community health services are provided to residents often times free of charge. Town monies subsidize those visits that are scaled or for which no fee is collectible.

This agency is certified as a Medicare/Medicaid Provider, licensed by the State of New Hampshire, accredited by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO) with commendation and is a member agency of the United Way of Merrimack County.

Total visits made during October 1, 2002 through September 30, 2003:

	<u>No. of Clients</u>	<u>Visits</u>
Home Care/Hospice	120	4,755
Community Health Services		
- Flu Shots	118	118
- Health Clinic	11	11
- Immunizations	6	6
- Dental	1	1
- Senior Health	20	79
- Baby's Homecoming	37	37
Community Health Total	193	252
Total Clients and Visits	313	5,007

- 12 Senior Health Clinics
- 6 Flu Clinics
- 5 Adult Bereavement Support Groups
- 3 Hospice Volunteer Training Groups
- 10 Community Education Programs

BOW CONSERVATION COMMISSION

The Bow Conservation Commission (BCC) continues to provide what Bow residents want! According to the 2003 Bow Master Plan Community Survey, Bow residents consider Bow's rural atmosphere the #1 feature of the Town of Bow. The survey also showed that the #1 recreational opportunity residents want to expand are walking trails on town property.

In 2003, the BCC recorded the Permanent Conservation Easement deed, protecting 627 acres of the beautiful Nottingcook Forest from development.

The BCC partnered with the Bow Rotary Club in their community service project to construct four miles of walking/hiking trails in the Nottingcook Forest. Trails have been blazed, sign posts installed, signs are being constructed, trash has been removed, a forest logo is being developed and gates are erected. This trail system includes trailheads on both South Bow Road and Woodhill Hooksett Road.

The BCC and the Bow Rotary Club wish to thank the Bow Highway Department for construction of the trailhead parking. They would also like to thank Frank Woodbury, Mike Sampo and Bob Dawkins for allowing the trail system to travel over their property to maximize the quality of the hiking experience. The Nottingcook Forest Trail will be officially opened in the spring of 2004.

Along with reviewing applications and doing onsite inspections with the Planning Board and Zoning Board, the BCC has been a partner in the

- Master Plan process
- Water and wastewater plan
- I-93/I-89 Bow/Concord project
- Garvins Falls Dam relicensing project
- Natural gas pipeline expansion project along Rt. 3A
- UNH Natural Resources study on wildlife habitat
- NH Audubon Society urban bird identification project

The BCC conducted a timber cut according to our forestry management plan on Block 2, Lot 97 & 119 that included building new bridges to correct existing drainage problems. Also a new parking area has been created near the Robinson Road gate. Our thanks to Ron Klemarczyk, Town Forester, who makes our job easier with his excellent guidance and research skills.

Our thanks to two wonderful volunteers who resigned this year, Marge Welch and Hilary Warner for their contributions to the Bow Conservation Commission. Hilary thankfully is still volunteering to provide town residents hiking and snowshoeing opportunities that were held in January and February.

We welcome new volunteers to the commission - Mike Madden, Marcel Duhaime and Wendy Waskin.

We would also like to thank Mike Morris, a PSNH employee and a member of Bow Open Spaces, Inc. He presented to the BCC a donation from PSNH that allows organizations that employees are involved in to apply for community service involvement grants.

Thanks especially to the following members of the BCC who spend countless hours volunteering to make Bow a better place -

- Harold Keyes
- Sandy Crystall
- Kitty Lane
- John Meissner
- Richard Sheridan
- Marcel Duhaime
- Mike Madden
- Wendy Waskin

The mission of the Bow Conservation Commission is to enhance the environment in which Bow's citizens live. We strive to accomplish this by preserving open space and water resources for forestry management, wildlife, outdoor recreation, environmental awareness and education.

Our volunteer commission, appointed by the Selectmen, meets every third Monday of the month at 7:30 p.m. Meetings are open to the public. For more information, please contact Nancy Rheinhardt, Chair.

Respectfully Submitted,

Nancy Rheinhardt

BOW OPEN SPACES, INC.

Bow Open Spaces is again asking you to support our organization with renewal of your annual membership. We are a registered non-profit with the IRS and any donation you make is tax deductible.

Our mission is the stewardship of over a thousand acres of town forest and in overseeing the conservation easements that have been placed on this land. We work closely with the Bow Conservation Commission to insure the long term use of these properties is in keeping with the towns desire to maintain open space.

During the coming year we look forward to helping sponsor trail works in the Nottingcook Forest. Our hope is to create a natural setting for snow shoeing or cross country skiing to one of the more secluded and scenic locations known as Great Hill.

We sponsored a nature hike in July of this year which was attended by some 25 people from town. It is our hope to have another interpretative walks and we would welcome your attendance.

When you consider your renewal or donation, think of the pastoral areas of Bow you used to drive by but are now under development. Help us preserve the rural setting of Bow for generations to come.

We welcome your participation and we are always looking for board members.

Respectfully yours

Philip Wolfe
President

BOW FIRE DEPARTMENT

During the year, the Fire Department responded to 859 fire and medical calls. This was an 8% increase in calls from 2002. The following is a summary of calls:

Medical & Motor Vehicle Accidents	451
Fire Calls	114
False Alarms	184
Service Calls	110
TOTAL	859

The Department lost a long time member this fall. Engineer Gary Leavitt past away after a long time illness. Gary was a member of the Department for 25 year. He always very particular how the station and apparatus looked. Gary will be missed by all members of the Department.

The Department continues to train weekly on both medical and fire subjects. Captain Dana Mosher, Training Officer, schedules weekly training sessions including topics such as Self-Contained Breathing Apparatus, Ropes, Forestry, Pumping, Driver Training, Ice Rescue, Auto Extrication, CPR and other medical topics. The Fire Department sponsored an Incident Command System (ICS) course taught by the NH Fire Academy. Sergeant Lougee and Corporal Lebreque of the Bow Police Department also took part. The principles of ICS were utilized in the Departments Mutual Aid Drill. We included surrounding communities, students and the Bow Police Department in a mock carbon dioxide poisoning at the Bow High School. Members of the Concord Police Department SWAT Team and New Hampshire State Police also took part in the drill. The Department continues to work at firefighting and EMS basics. Pre-emergency planning of our new and existing businesses is a priority of the Department.

The Capital Area Fire Mutual Aid Fire Compact completed a busy year of training with Bow and the other 17 member communities "hosting" their individual mutual aid drills. Each member community selected a particular drill situation, which would benefit their community plus involved surrounding member communities as well

With the completion of 18 different mutual aid drills during 2003, our compact continues to be well trained to respond to many different types of emergencies.

The Department continues to work with the Ambulance Oversight Committee on Quality Assurance of the Town's ambulance service.

The Bow Fire Department would like to thank the Police and Public Works Departments for their assistance during the year.

The Department would like to give a special thanks to the Fire Department Ladies Auxiliary for their assistance during 2003 at calls and other activities.

The Fire Department asks that all residents number their houses. These numbers should be visible from the street and be on both sides of your mail box.

**IMPORTANT NUMBERS TO REMEMBER
TO REPORT A FIRE OR REQUEST AN AMBULANCE**

CALL 911

ALL OTHER FIRE DEPARTMENT BUSINESS

CALL 228-4320 (Monday-Friday 7:00 AM to 5:00 PM)

**BURNING PERMITS ARE REQUIRED AT ALL TIMES EXCEPT WHEN THE GROUND IS
COVERED WITH SNOW**

**PERMITS ARE AVAILABLE MONDAY – FRIDAY
FROM 7:00 AM TO 5:00PM
AT THE FIRE STATION**

228-4320

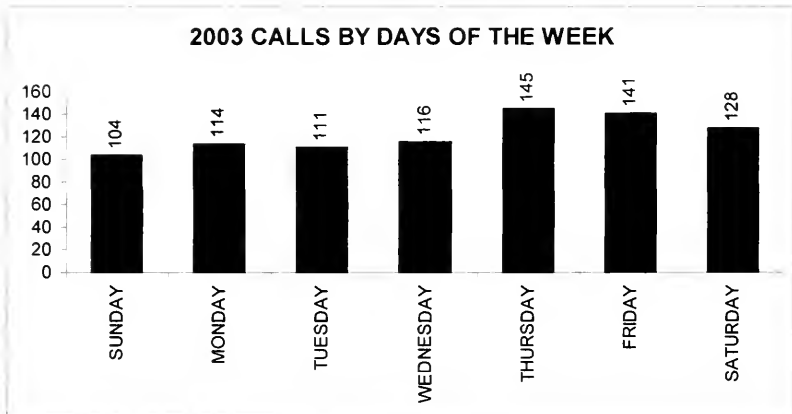
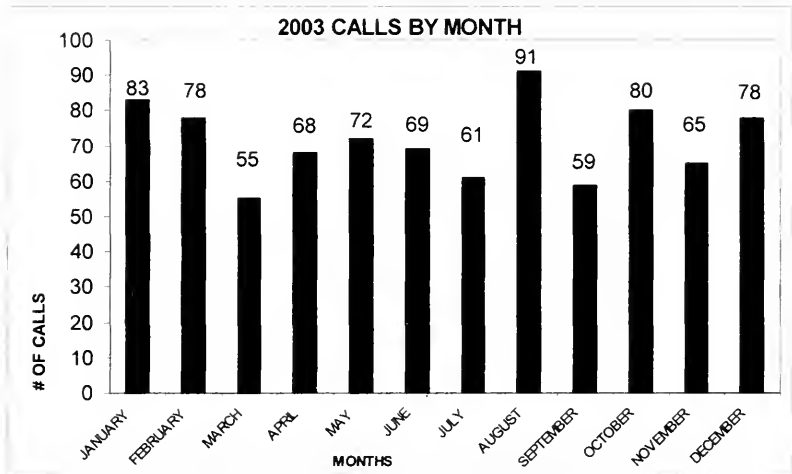
OR BY CALLING

CHIEF H. DANA ABBOTT	774-5544
ASSISTANT CHIEF RICHARD PISTEY	224-9315
CAPTAIN DANA MOSHER	228-8630
CAPTAIN DONALD EATON	224-4591

Respectfully Submitted;

H. Dana Abbott
Chief

2003 BOW FIRE DEPARTMENT CALL SUMMARY



REPORT OF FOREST FIRE WARDEN AND STATE FOREST RANGER

Your local Forest Fire Warden, Fire Department and the State of New Hampshire Division of Forests and Lands cooperate to reduce the risk of wildland fires in New Hampshire. To help us assist you, contact your local Forest Fire Warden or Fire Department to find out if a permit is required before doing ANY outside burning. Fire permits are mandatory for all outside burning unless the ground where the burning is to be done (and surrounding area) is completely covered with snow. Violations of the fire permit law and the other burning laws of the State of New Hampshire are misdemeanors punishable by fines up to \$2,000 and/or a year in jail, in addition to the cost of suppressing the fire.

A new law effective January 1, 2003 prohibits residential trash burning. Contact the New Hampshire Department of Environmental Services at (800) 498-6868 or www.des.state.nh.us for more information.

Help us to protect you and our forest resources. Most New Hampshire wildfires are human caused. Homeowners can help protect their homes by maintaining adequate green space around the house and making sure that the house number is correct and visible. Contact your fire department or the New Hampshire Division of Forests and Lands at www.nhdf.org or 271-2217 for wildland fire safety information.

2003 FIRE STATISTICS

(All fires Reported thru November 03, 2003)

TOTALS BY COUNTY

	<u># of Fires</u>	<u>Acres</u>
Belknap	40	4.86
Carroll	46	13.99
Cheshire	8	.68
Coos	7	14.70
Grafton	22	12.60
Hillsborough	60	11.34
Merrimack	98	10.45
Rockingham	56	18.54
Strafford	34	7.94
Sullivan	3	2.03

CAUSES OF FIRE REPORTED

Arson	10
Campfire	25
Children	13
Smoking	20
Debris	226
Railroad	3
Lightning	2
Equipment	8
Misc*	67

(*Misc: powerlines, fireworks, electric
Fences, etc.)

	<u>Total Fires</u>	<u>Total Acres</u>
2003	374	100
2002	540	187
2001	942	428
2000	516	149

ONLY YOU CAN PREVENT WILDLAND FIRES

Respectfully Submitted,

Brad W. Simpkins, Forest Ranger
H. Dana Abbott, Forest Fire Warden

HEALTH OFFICER

Health Officer's Report for the year ended December 31, 2003

- Many inspections for Child Day Care and Foster Homes within the Town
Some have been refused license by the State of New Hampshire.
- Annual meeting was to inform members about Health Codes for Restaurants
- Holding off on Smallpox vaccination as there was no evidence of Smallpox in the New England area.
- State of NH Health Department is suggesting private wells be tested for arsenic
- Several phone calls from engineering firms regarding wetlands and failing septic systems.
- Several crows tested positive for West Nile Virus but no humans affected.

Respectfully Submitted,

Ethan V. Howard, Jr., MD
Health Officer

HIGHWAY SAFETY COMMITTEE

During the past year most of the effort has been with safety involving the Highway and Police Departments.

Roads Worked on: Abbey .45 miles; Clearview .4 miles; Colby .25 miles; Garvins Falls .4 miles; No. Bow Dunbarton Road .4 miles; Old Ferry .1 mile; Robinson (bridge to 3A) .3 miles; Stoneybrook .8 miles; Surrey Coach .7 miles; River (bridge to Old River) 1.0 miles; West Gate .1 mile; Knox 1.0 mile.

These roads are being shimmed and overlaid, this is a good procedure and less costly than rehab which would be twice the cost.

Guardrails have been placed at strategic areas and intersections.

Intersection improvements are still in the works, such as the intersection at Bow Bog and Bow Center Roads, and a possible roundabout at the Knox Road and Logging Hill Road.

The Police Department has received grants from the State of New Hampshire to involve seat belt use and enforcement, prevention of DWI on public highways and speed control on the rural roads with dangerous curves and dips which cut down on sight distance. The grants have been well received and appreciated by the department.

Respectfully Submitted,

Ethan V. Howard, Chair
Sgt. Margaret Lougee, Police Dept.
Chief Dana Abbott, Fire Dept.
Director Leighton Cleverly, DPW
Halstead Colby
Robert Barry
James Cailler

BOW HISTORICAL COMMISSION

The Bow Historical commission serves in an advisory capacity to assist the Selectmen of Bow in town historical matters. We advocate preserving Bow's historically significant town and privately owned structures, historical sites, resources and documents.

The erosion of Bow's historical and rural character is happening with the accumulation of incremental changes to land, buildings and historical site surroundings, so it is our challenge to educate our neighbors in assisting us to preserve these historical treasures. Thanks to residents' approval of our \$2800 budget, we were able to make progress in our historic preservation endeavors.

Our educational programs included the following:

- An educational brochure. "The Bow Historical Commission" created and distributed on voting day and at various events and available in the Town Clerk's office, the Baker Free Library and other sites.
- Participation in the Read Across America program at Bow Elementary School
- Development of Chapter IV, Historic and Cultural Resources, of the Bow Master Plan with Laura Scott of the CNHRPC and Commission members Beth Titus, Dick Stevens and others.
- Several articles on Bow history in the Bow Times by Kate Benway, and in the Town Crier section of the Concord Monitor by Linda Bucknam.
- Partnership with the Rotary Club's "Out of the Attic" antique appraisal day and on voting day the Bow Historical Commission total sales of Bow commemorative coins and the town history 100 Acres More or Less was \$530 which went into the town coffers.
- An open house at the Bow Center one-room schoolhouse, hosted by Bob Morgan (a former Commission member) for Bow resident Iris Bucchino and her students from the Hopkinton Independent School.
- October's annual "Show and Tell" for six Bow Elementary School 3rd grade classes, with great thanks to the teachers who made this experience possible. This event is always a big hit with the scholars, parents and teachers. The "Greeters and Lecturers" were Dick Stevens and former student Paul Hammond at the Bow Center one-room schoolhouse; Sam Colby and Isabel Sinclair at the Old Town Hall; Neil Ordway at the Town Pound; and Roger Ordway and Jacquelyn Jennings at the Bow Bog Meeting House. We also want to thank Frank Woodbury, Rudy Vallauri, Val Faust, Sr., and Arthur Beaudet for displaying their antique autos, and Mary and Frank Woodbury for supplying homemade ice cream for the students.

We are thankful to several supporters who made generous donations of historic items to the Bow Historical Commission for preservation for future generations. These included:

- The purchase of the old Hammond Bow Post Office antique hobnail safe from Steve Corliss which is now on display in the commission office on the lower level of the Municipal Building.
- The presentation by Paul Hammond and Nancy Knapp of items from the Post Office which, in 1890, was located in the Hammond residence on Dunbarton Center Road. The items, now on display in the Old Town Hall, are the original Post Office sign which adorned the house, an 1890 U.S. Postmaster General certificate certifying the Charles Hammond residence as an official post office, and a framed photograph of Charles and Fannie Hammond.
- The generous donation by Robert Roy, a Bow landowner, of 10 old granite posts from his property to restore broken and missing posts around the historic Green Cemetery in Bow Center. We also thank the Public Works Department for installing the posts.
- Paul Hammond's donation of documents from the Bow Mutual Fire Insurance Co. incorporated May 11, 1854.
- Carol Gouin's donation of historic information on cemeteries and old road names which noted that the first person buried in the "now" Evans Cemetery was a Negro slave named Sirius Bradford – a servant of Jacob and Lydia Wheeler.
- Mrs. Louise C. Foote's donation of three leather bound books to the Commission:
 1. "1871 Enrollment Book" listing the names of the town's males who were eligible for military duty;
 2. "1851" Orderly Book"
 3. "Proceedings of the Baptist Church of Christ in Bow" – Sept. 3, 1795.
- David Murray's donation of several boxes of papers from the Brown Hill Pony Farm
- Barbara Macauley's donation of several historic photographs and mementos.

Other tangible accomplishments in 2003 included professional restoration of an historic "Militia Orders" book donated by Sam Colby, and a "Town of Bow Dog Licensee, Breeds, etc. 1890 – 1915" book. Twenty historic Bow pictures were framed and are on display in the Commission meeting room. Professional cleaning of the two stone war memorials in front of the Baker Free Library was completed. The Bow Center Schoolhouse and the Bow Bog Meeting House had minor repairs and were painted. Trees were removed and a new circular driveway completed at the Meeting House with landscaping in progress by the Garden Club. We responded to more than a dozen historic information and genealogy research requests.

The historic 1807 Putney/Leary Homestead was restored and gained national attention when Yankee Magazine and the American Society of Interior Designers featured the home as the Walnut Hill Designer Showhouse, toured by thousands of visitors.

Owners of historic post and beam barns in Bow are encouraged to make application to the Selectmen for barn tax abatements in order to maintain the barns in good repair.

We extend our appreciation to Neil Ordway, vice chairman and dedicated long time commission member who resigned October 1 to relocate to Florida. We welcome Janet Shaw of Page Road who was appointed as his replacement.

New officers were elected for the year 2004. They are Dick Stevens, Chair; Sam Colby, Vice Chair; Jacquelyn Jennings, Secretary; and Beth Titus, Treasurer.

Please contact a Commission member to share your old artifacts and let us preserve copies of your old documents and pictures of Bow for future generations. We welcome visits at our meetings on the SECOND Tuesday of each month at 9 AM at the Municipal Building.

Respectfully submitted,

Dick Stevens, Chair
Halstead "Sam" Colby, Jr., Vice Chair
Jacquelyn Jennings, Secretary
Beth Titus, Treasurer
Roger Ordway
Janet Shaw
Isabel Sinclair, Selectman

DEPARTMENT OF HUMAN SERVICES

January 1, 2003 – December 31, 2003

The Town of Bow, Department of Human Service's mission is to provide interim assistance with basic needs for those who do not have the resources to meet these needs. The Human Service Department assisted 45 households through the year. The requests included assistance with food, shelter, fuel, clothing and medication.

The Human Services Department is fortunate to be associated with the Capital Region Food Program. The Capital Region Food Program provides food for the food pantry monthly. The Capital Region Food Program helps to reduce hunger in the Greater Concord area through this year-round distribution program. The Program also provides the Town of Bow with the Holiday Christmas Boxes to be delivered to families and individuals in need.

Collection of food, clothing and toys is a continuous effort of the Department. Many residents and organizations of Bow donate food, personal hygiene items, toys and clothing to the Department. The Gary Dillon Detachment of the Marine Corps League provides toys for tots for the Christmas Holiday Season.

The Human Services Department has been "unofficially" adopted by the Girl Scout Troops of Bow. The Girl Scouts provide approximately 90% of the Thanksgiving Baskets for the families in need. The Scouts also hold food drives, clothing drives and toy drives for the Department. Troops in Bow have been very supportive to the Department and have provided shelving units for the clothing room and play area for the children's center.

A very special thank-you to everyone for their generosity, caring and support for a wonderful year.

Respectfully Submitted,

Debra A. Bourbeau
Human Services Director

Master Plan Steering Committee
2003

The Master Plan is an advisory document adopted by the Planning Board to describe the best and most appropriate future development of the Town (RSA 674:2). The Plan will guide the Planning Board and other Town officials in designing ordinances and other tools to preserve and enhance the unique quality of life and culture of Bow, New Hampshire. The Master Plan is a prerequisite for the zoning ordinance, capital improvements program (CIP), the growth management ordinance, and the impact fee ordinance.

The Master Plan Steering Committee received its charge from the Planning Board in 2002. The Committee completed an analysis of future build-out potential of the Town, held a Master Plan Visioning Session, and conducted a community attitude survey while beginning to organize chapter sub-committees and building the data base for the project.

The build-out analysis showed a potential for 1,727 to 1,975 new residential lots and a potential for 739 new commercial and industrial lots under current zoning and land use regulations. Approximately forty people attended the Visioning Session to discuss issues of importance related to individual Master Plan chapters. The survey questionnaire was mailed to 3,321 addresses (2,598 residents or businesses and 732 non-resident land-owners). 1,127 surveys were returned for a 34% response rate, which is outstanding.

Following the research and preliminary work of 2002, the MPSC began the delivery of master plan chapter drafts in 2003. As they were completed, the chapters were posted on the website (see below). The Planning Board reviewed, held public hearings, and preliminarily adopted the following chapters on the dates shown:

February 6	Demographics Chapter
March 6	Historical and Cultural Resources Chapter
April 3	Conservation, Preservation, and Open Space Chapter
May 8	Current Land Use Chapter
June 5	Transportation Chapter
June 19	Housing Chapter
August 7	Community Facilities Chapter
August 28	Economic Development Chapter
October 2	Regional Concerns Chapter
December 18	Future Land Use

On January 8, 2004, the Planning Board held a hearing on the Implementation Chapter.

The Introduction will be drafted and a digital index will be prepared. After the chapters are finalized, the Planning Board will hold a final public hearing, expected to be scheduled for March, after the annual Town Meeting. Once the master plan is adopted by the Planning Board, the document will be published in limited quantities, but CD versions will be available and the plan will be posted on the web.

For more information about the 2004 Bow Master Plan - including the results of the build-out analysis, community survey results, latest chapter drafts, reports of chapter subcommittee meetings, and much more - visit www.bowmasterplan.net. Materials are also available at the Planning Department in the Municipal Building and at the Baker Free Library.

The Master Plan Steering Committee extends its deepest gratitude to the many citizens who contributed time and effort to the preparation of the master plan. The Committee wants to recognize the efforts of the staff at the Central New Hampshire Regional Planning Commission. The Commission was hired to help facilitate the Master Plan process, provide technical assistance, and assist the Steering Committee and Planning Board. Laura Scott, Project Manager, proved to be highly skilled, resourceful, and supportive.

The Committee wants to thank the citizens of Bow for supporting its efforts and invites interested citizens to participate in the finalization of the master plan and to continue to participate as the Town implements

the many recommendations of the plan.

2004 Bow Master Plan Steering Committee Members

Gil Rogers, Steering Committee Chair, Bow Planning Board
Steve Buckley, Steering Committee Vice Chair, Bow Planning Board
Nancy Rheinhardt, Bow Conservation Commission
Isabel Sinclair, Bow Board of Selectmen
Sara Swenson, Bow Budget Committee
Rick Hiland, Bow Business Development Commission
Chuck Rheinhardt, Bow Recreation Commission
Rob Mack, Bow Zoning Board of Adjustment
Beth Titus, Bow Historical Commission
Pansy Bloomfield, Bow School Board
Craig Ott, Citizen-at-Large
Louise Knee, Citizen-at-Large

BOW PLANNING BOARD

The main focus of the Bow Planning Board in 2003 was the update of the Master Plan. The plan will be used by Town boards, commissions, and officials to guide long term decision making. Beginning in February, the Board held special public hearings to consider individual master plan chapters. In addition to hard copies at the Municipal Building and Baker Free Library, each chapter was posted on the Master Plan website www.bowmasterplan.net before public hearings. Following the public hearings, the chapters were preliminarily adopted. Revised copies are available at the Municipal Building, Library, and website. At its January 8, 2004 meeting, the Planning Board held a public hearing to consider preliminary adoption of the implementation chapter, the 11th and final chapter of the master plan.

The Planning Board intends to use balloting day (March 9, 2004) to provide citizens with additional opportunities to review and comment on the plan. Shortly after March Town Meeting, the Board will hold a final public hearing prior to considering formal adoption of the master plan. Once adopted the plan will be available on the web and on CD with limited printed copies at the library and town offices.

During 2003 construction continued on two senior housing projects. The final units are nearing completion in The Windchimes, a 32 unit single family senior housing condominium on Albin Road. White Rock Senior Housing Community opened the first 73 senior apartments in December of 2002. In 2003 the White Rock Owner continued construction, occupying an additional 43 apartments in October and commencing construction on the final 40 apartments. When complete the White Rock project will total 192 units with 36 townhouse style condominiums yet to be constructed.

The Board approved six residential subdivisions and site plans for 25 dwelling units. The Town issued building permits for 21 new single family homes. The Board approved four site plans for new or expanded businesses, the largest of which was the new Grappone Honda dealership under construction on NH Route 3-A. New applications were received for 10 subdivisions, 6 site plan reviews, and 16 conditional use permits.

The Board met 19 times during 2003 to process the 32 new applications and to update town ordinances and regulations. In addition, the Board conducted 13 site walks to view properties proposed for development. Of note, the Board has received between 32 and 35 applications per year since 1996, with the exception of 2001. The Board received 48 applications in 2001.

In 2003, the Board hired Vollmer Associates to perform engineering design review construction observation services, as required by new applications. SEA Consultants, Inc. continues to perform these services for several projects approved by the Board prior to 2003. In 2003 the two firms oversaw the construction of new roads. Although several new road projects were continued from 2002, only two new road construction projects, McNichol Lane off of Allen Road and Jennifer's Way off of Risingwood Drive, were commenced in 2003.

For the March 2003 Town Meeting, the Planning Board submitted, and voters approved, eight zoning amendments for adoption. The amendments included an extension of the long term growth management ordinance, an upgrade of the business sign regulations, a reorganization of the wetlands protection ordinance, regulations for high risk activities in the aquifer protection district, an increase in the notice requirements for the Zoning Board of Adjustment, an increase in the fines for zoning violations, a transfer of certain wetlands permits from the ZBA to the Planning Board, a requirement that certain buffers be marked, and other updates of ordinance provisions.

The Planning Board voted in December to submit seven zoning amendments for adoption in 2004. The amendments include extending the long term Growth Management Ordinance, raising from five to 20 the limit on the number of units which can be built in one year in a multi-family development, clarifying that complaints of zoning violations can only be submitted in writing, moving the table of recommended plants for screening to the Site Plan Regulations, permitting accessory apartments in the Rural Zone, increasing the limit for pre-development excavations in business zone districts, and expanding the authority for

approving waivers of school impact fees.

During 2003 the Town collected \$145,728 for schools under the impact fee ordinance. That compares to \$166,945 collected in 2002. The Select Board authorized the transfer of \$288,900 in impact fees to the School Department to help fund the addition to the Memorial School. The Town also received cash contributions of \$20,651 for roads, parks and recreation, and landscaping. The Impact Fee Ordinance authorizes the Planning Board to prepare and adopt additional impact fees, once the Board identifies the need and prepares legally defensible formulas. In 2003 the Board adopted an updated methodology for assessing school impact fees. In December the Board hired Vanasse, Hangen and Brustlin Engineers to prepare a methodology for assessing road impact fees in the business development area.

The Planning Board again prepared the annual update to the Capital Improvements Plan (CIP). The CIP update will not be published in the Town Report in response to comments received from citizens that the table was not legible when it was photo-reduced for inclusion in the Report. The CIP will be printed separately and copies will be available at the Municipal Building and at Town Meeting. The plan provides a ten year view of needed capital budget items for the Town and the School District. As the Town has grown, updated and more efficient facilities and equipment are needed to provide community services.

The Planning Board appreciates the continued support of the citizens of Bow. We especially appreciate the efforts of all who participated in the Master Plan Steering Committee and subcommittees, and those who attended the numerous Master Plan hearings. Thank you. The members of the Board work hard for you and encourage your input in any efforts of the Board.

I also wish to thank the members of the Planning Board. Each member commits many hours to meet the challenges of managing the continued growth of the Town. In addition I wish to thank our Planning Department, Bill Klubben and Bryan Westover, and Recording Secretary Louise Knee, for their many contributions in 2003.

The Planning Board has many fond memories of member Ed Bresnick, who passed away in 2003. We believe the Town owes Ed a debt of gratitude, and we miss him dearly.

Respectfully submitted,
Arthur Cunningham, Chair

Richard Weed, Vice Chair
Stephen Buckley, Secretary
Leon Kenison, Select Board representative
Douglas Barnard
Don Lane
John McAllister
Sandy Crystall, alternate
Thomas Hartley, alternate
Rick Minard, alternate
Gilbert Rogers, alternate
John Wallace, alternate

PLANNING AND ECONOMIC DEVELOPMENT DEPARTMENT

Since 1997 the Planning & Economic Development Department has provided support to the Planning Board, Business Development Commission, Town Manager, and other boards and commissions involved in managing growth and development. The majority of our efforts go to support the Planning Board and Business Development Commission (BDC).

At the March 2002 Town Meeting, voters authorized the issuance of bonds up to \$12,500,000 to design and construct a municipal water system and a system to collect and transport sewage to facilitate high quality business development. By the end of 2003, the preliminary design for the infrastructure was complete and the BDC was preparing to commence final design.

The Planning Board bears primary responsibility for managing the growth of the Town. The Board adopts and administers the land use regulations for the Town and prepares amendments to the Zoning Ordinance and presents amendments to voters for adoption. The Board reviews and has authority over most land development in Town.

Most of the efforts of the Planning & Economic Development Department staff in 2003 went to provide technical and administrative support to the BDC and Planning Board. Major efforts included:

Water and waste-water system development: support to the BDC and Town administration on design, coordination, permitting, consultant selection, and property owner relations.

Master Plan support: general support for meetings, research and provision of background information, coordination with departments, public information, and public hearing / adoption coordination.

Development application review: legal notices and certified mailings to abutters, schedule and conduct site walks, and prepare staff reports for development applications.

Major development construction: review and report on compliance issues for major projects on behalf of the Planning Board.

Coordination of construction observation: New road projects are inspected by consulting engineers under contract with the Planning Board - nine projects are currently active with another seven open. Staff coordinates the activities of the engineer with Town departments and developers.

Meeting support: The Planning Board and Business Development Commission met a total of 33 times requiring agenda preparation, legal posting, preparation and set up, follow-up, and mailings to members and other contacts.

Land use regulation amendments: research and draft amendments to the Subdivision Regulations and Zoning Ordinance for the Planning Board; prepared and posted legal notices; distributed drafts to departments, the public, and media; received proposals from departments and the public; explained proposals; and finalized and publishing certified, adopted versions of regulations and ordinances.

Contract administration: review proposals and draft agreements, coordinate review with affected departments and legal counsel, review invoices and authorize payments, and track budgets. The Planning Board had contracts with construction observation engineers, Central NH Regional Planning Commission (Master Plan and Build Out Analysis), consultant Bruce Mayberry for school impact fee methodology, and other contractors for work related to specific applications. The BDC had contracts with Wright-Pierce for well-field development and water & waste-water infrastructure design, and with Capital Regional Development Council for water and waste-water system development assistance. We working out a contract for final system design with Wright-Pierce. Other agreements included Weston Solutions for connections to existing sewer, Cartographic Associates for annual tax map updates, and Applied Geographics, Inc for a geographic information system needs assessment and implementation plan. As

the year came to an end, agreements were finalized with VHB to prepare a road impact fee methodology and with Cartographic Associates for an on-line Geographic Information System.

Administration of accounts: track impact fees and escrow accounts / bonds related to development projects.

Capital Improvements Plan (CIP): draft the CIP based on input from departments and information from Trustees of Trust Funds under the supervision of the CIP committee and Planning Board.

Coordination with state agencies: conduit for information and coordination for NH DOT projects and permits affecting Bow and NH DES permitting issues.

Support and coordination on legal issues: prepare certified records for litigation against land use boards, consults on pending and threatened litigation, and provides assistance to Town Counsel in preparing defense.

BDC general implementation of the adopted Economic Development Plan and Implementation Strategy: the strategy includes development of water, waste-water, transportation, and other infrastructure; growth management; improvement of quality of development; development of additional business sites in the study area; and other business attraction / retention tactics.

Coordinate communication between boards and departments. Staff maintains information conduit on development proposals and planning / economic development issues.
Related departments: help the building inspector process building permits and the assessing assistant respond to assessment and revaluation questions.

Bow Economic Development Corporation (BEDC): distribution of meeting notices and preparation of minutes.

You can call directly to our desks: 228 1187 ext 20 for Bill and 21 for Bryan. You can send Bryan e-mail at planassist@bow.nh.gov or to Bill at commdevcl@bow.nh.gov or through the Town web site at www.bow-nh.gov.

Thank you

Bill Klubben, Director
Bryan Westover, Planning Assistant

2003 ANNUAL REPORT OF THE BOW PARKS AND RECREATION COMMISSION

The Bow Parks and Recreation Department continues to provide a well-rounded, year-round program of recreation and leisure activities for the citizens of Bow. The Department once again conducted over 150 programs, classes, special events, and bus trips for recreational outings in 2003. **New programs** added over the past year included: Dog Obedience, Pet First Aid, Beginner Stenciling, Rubber Stamping, Yoga, and 50-Plus No-Sweat for adults and Clay Pottery, Math Tutoring, Performing Arts Camp, Astronomy, and Crafty Kids Crafts Workshops for children. **Ever popular existing programs** included: Pats Peak Ski Program, Babysitter Course, Fun-with-Art, Magic Lessons, Ice Skating Lessons, Kindersports, Lacrosse, Drama, Chess Camps, Summer Basketball Leagues, Gingerbread House Workshops, Field Hockey Camp, Hershey Track and Field, Wrestling, Soccer Camps, Summer Playground, Kinderplay, Dance, Learn-to-Draw, Tennis Lessons, and Strings Music Lessons for children and Volleyball, Pick-up Basketball, Scrapbooking, Snowshoeing, Nautilus, Morning Fitness, 50-Plus Fitness, Golf Lessons, Ballroom and Swing Dance, Tap Dance, Archery, and Tennis Lessons for adults. Our morning fitness program celebrated 15 years of "excellence in exercise" in February. Trips included the Nutcracker Ballet, Holiday Shopping & Sightseeing, Cannon Mountain Ski Area, New England Aquarium, Gunstock Ski Area, Disney on Ice "Princess Classics," Red Sox Games, and 14 summer trips to beaches and parks. Our **annual special events**, a Visit from Santa Claus, Christmas Tree Lighting, Halloween Party and Magic Show, and Easter Egg Hunt, were popular as always. We had an especially good time at the Halloween Party this year as we had a coloring contest for grades 4 and below and rewarded all participants with a ribbon.

The Department's preschool recreation enrichment program "Celebrating Children," housed at the Town Office Building, continued to grow to full capacity and now has a waiting list. Parents with preschoolers who would like to learn more about this fantastic program can call Cindy Greenwood-Young or Colleen Hunter, Co-Directors, at 228-2214.

Senior citizen programs included the Bow Young-at-Heart Club, 50-Plus Fitness, 50-Plus No-Sweat and Bridge Club. Seniors interested in joining any of these activities should call Bow Recreation at 228-2222.

The Department continually seeks to add new programs according to the interests of Bow citizens. If you would like to offer a program or would like to see an activity offered, contact Chuck Christy, Director of the Bow Parks and Recreation Department or Michele Vecchione, Program and Fitness Coordinator, located at the Bow Community Building or call 228-2222.

Departmental Revenue Picture: Besides our new programs offered this year, most of our regular programs continued to expand both in participation and in number of classes offered for each program. The strong registrations for all programs increased Bow Parks and Recreation Department's 2003 revenue income to an all-time high of \$179,907 which was over our target revenue goal of \$143,188 and may be even higher once all financial reports are finished for the Town. This is the 13th year in a row that the Department has collected more revenue than was anticipated in the budget. This \$179,907 in Departmental revenue collected offset over 45% of the Parks and Recreation total budgetary expenditure for 2003, thus reducing the tax-supported portion of the Department's budget.

Gergler Field Playground Construction: The Department would like to thank Peter Herrick who constructed a "tiny tot" playground lot at Gergler Field on Albin Road for his Eagle Scout Project. The playground equipment was bought through community donations, and Peter agreed to construct and install it in honor of Ginny Holt, deceased, who dedicated many, many years to preschool and kindergarten children through our Kindercooking and Kinderplay programs at the Bow Community Building. It took 535 man hours to complete the project with the help of the Highway Department, Boy Scouts, and town citizens. Peter himself spent 130 hours on the project. Roland Robinson also deserves thanks for woodworking a sign for the lot. The playground will be dedicated sometime in the spring.

Bow Community Building Cage Renovation: We would also like to thank Laura Vecchione who renovated the Department's attic storage area (known as the "cage") at the Bow Community Building for her Girl Scout Gold Award Project. Laura changed shelving, built a new locked storage area, installed new lighting, bought new games and toys, and went through years' worth of items to create a storage area that is now clean, orderly, and easily accessible. Laura herself spent 62 hours on this project with the help of her mentor, Mark Strohman, for a total of 102 man hours. This project was completed at no cost to the Recreation Department.

Fond Farewell: At a reception at the Bow Community Building on December 12th, the Town bid a fond farewell to Charles ("Chuck") Christy who had been the Bow Parks and Recreation Director for over 13 years. During that time, the Town of Bow grew tremendously; and Chuck kept up with that growth by offering new and diversified programs. Thirteen years ago,

there were approximately five summer programs; in the summer of 2003, there were 47! We wish Chuck all the best and hope he really enjoys his new "house hubby" role to which he was so looking forward. Thanks for everything, Chuck!

Parks, Recreational Facilities, and Athletic Field Maintenance: The Town's parks, athletic fields, and recreational facilities are maintained by Sean Weldon, our full-time Groundskeeper, plus a part-time summer helper and with occasional assistance from the Director. For projects requiring more than two persons and/or heavy equipment, the Department is thankful for the excellent cooperative assistance of the Town Department of Public Works and Highways. The Parks and Recreation Department is charged with maintaining five ball fields and soccer fields, four playgrounds, two field team practice areas, four parking lots, three access roads at two parks, (Hanson and Sargents Parks), the Rotary park and Bandstand park across from the firehouse, and the Town Ice Skating Pond. With the paving of the parking lot at Sargents Park this year, we now have all of our parks' entrances paved. The Department is also charged with booking the Town's bandstand as well as the Community Building and its parking lot for car washes.

The Town's existing recreational athletic fields continue to be overused with daily use of all fields nearly constant from mid-April through October 31st (6+ months straight). This heavy use continues to present the Department with serious problems in trying to keep fields in playable condition. Gergler Field continues to be in particular need of renovation. The Department overseeded all of its fields once this year and fertilized them four times, along with aerating them two or three times and top dressing most of them once. The only time we can try to establish new turf through overseeding is during the prime grass-growing seasons (spring and fall) when all of our fields are under their heaviest use. In addition to Bow Athletic Club sports, Bow Soccer Club, Men's Softball, Lacrosse, and our Kindergarten Sports Programs, the overall general use of the fields continues to be a never-ending growth in overuse of the Department recreational athletic fields.

Special Thanks: The Department of Public Works and Highways deserves a special thanks for their assistance in maintaining the Parks and Recreation Department's powered equipment, grading of parks' parking areas, and hauling and moving heavy materials equipment plus providing assistance in construction projects such as the new Ginny Holt Tot Lot playground and paving of the Sargents Park and Community Center parking lots. The Parks and Recreation Commission also wishes to acknowledge the help provided by the Bow Athletic Club, Bow Soccer Club, the Memorial, Elementary, and High Schools' staff, the Bow PTO, Bow Home Schoolers, the Police and Fire Departments, the Baker Free Library, all of the Girl and Boy Scout troops, the Rotary and Men's Clubs, the Garden Club, the Young-at-Heart Club, the School Bus Drivers, the Town Manager, Town Hall Employees, the Selectmen, and the Town Budget Committee for all of their cooperative efforts this past year which helped make the Department's successful programs possible. The Interim Director and Recreation Commission also wish to thank the dedication of its staff: Sean Weldon and Malinda Blakey and most especially Chuck Christy for his many years of dedicated service to the people of Bow.

In addition, the Department wishes to thank the citizens of Bow for their continued support and for the many volunteer hours they have donated to the Department for special events and trips.

Respectfully submitted by,

BOW PARKS & RECREATION COMMISSION:

CHUCK RHEINHARDT, Chairman
ROLAND ROBINSON
BOB GOSLING
BETTY LUND
CINDY GOW

BOW PARKS & RECREATION DEPARTMENT STAFF:

MICHELE VECCHIONE, Interim Director & Program Coordinator
SEAN WELDON, Parks Groundskeeper
MALINDA BLAKEY, Office Assistant

Bow Parks and Recreation Department phone number is 228-2222. The fax number is 228-2230.

VISIT OUR WEB SITE AT WWW.BOW-NH.COM AND CLICK ON THE TOWN POND.

BOW POLICE DEPARTMENT

The men and women of the Bow Police stand committed to providing the highest quality of police services to the community we serve. The year 2003 brought on many challenges and changes to our department. In January I was called up on active duty in the US Coast Guard. After approximately one month of working out of the Boston area I was sent to Washington DC Coast Guard HQ until I was released from active duty on July 1st.

During my absence, Sergeant Lougee was assigned as the officer in charge and ran the day to day operations. During the month of March officers in the department began exploring unionizing. Officers contacted me in Washington and advised. They had become concerned about maintaining health benefits and other compensation and were concerned for the families. Like other New Hampshire communities, Bow struggles to compete with salaries and benefits from other larger agencies, which causes officers to seek greener pastures.

The Year 2003 brought on enormous amount of activity and workloads for all members of the department. The department handled 685 committed offenses, 176 criminal arrests, 71 felony arrests, 515 crime related incidents, 238 non crime related incidents, 25 juvenile arrests, 22 protective custody arrests, 15 domestic violence arrests and 48 arrest warrants were issued. Of the criminal arrests members investigated and arrested 4 aggravated assaults, 34 simple assaults, 19 burglaries, 105 theft related criminal arrests, 97 vandalism complaints, 27 narcotic/drug cases, 137 liquor violations and 11 trespassing arrests.

Another significant area of concern for the department is motor vehicle related issues. The department investigated 151 motor vehicle crashes (accidents) which represents 36 fewer than last year. The town had 1 fatal crash which resulted in the loss of a young Harvard women who died on her 1st year wedding anniversary. Officers made over 60 Driving While Intoxicated arrests and issued out 2, 869 traffic tickets. The traffic patterns continued to increase which place serious demands on the department.

Overall property crimes and crimes against persons have reduced and we are making advances in these areas.

The department offers many special programs which provide services to our community. We offer vacant house checks, senior citizen call in program, an Explorer Post, a key program, Risk Watch, AARP Driving classes, Safety classes, and much, much more.

Our police facility is open 24 hours a day, 365 days a year to provide friendly courteous services to all our residents.

We strive to provide pro-active patrols. High visibility and fair and impartial treatment to all people we come in contact with. Our School Resource Officer program has been met with tremendous success and has reduced complaints in and around the schools.

Members of the Bow Police Department are ready to take the challenges of 2004 and continue to work with the community to keep our town one of the safest in the state.

I would like to thank all of our residents, and all Town departments who provide invaluable support and trust in our department. Special thanks and appreciation goes out to all the members of the DPW who constantly work collaboratively with us to make our roadways safe.

BOW COMMUNICATION CENTER

EMERGENCY NUMBER: 9-1-1

NON-EMERGENCY NUMBER: 228-0511

ADMINISTRATION: 228-1240

The Bow Communication Center continues to meet the demands of providing quality service to the Bow, Allenstown, Dunbarton, Epsom and Pembroke residents and Police Departments.

In 2003, the Communication Center obtained a grant from the State of NH for upgrading our radio system with a Digital system. This included Antenna's, Repeaters and a Base Station. The Center is prepared to go fully digital however; we are waiting for the appropriate licenses.

For the year 2003, the Communication Center dispatched Officers from all 5 Towns to but not limited to 278 Domestic Disturbances, 367 Suspicious Person, 101 Missing Person, 843 Animal Complaints, 104 Burglaries, 1093 Burglar Alarms, 638 Motor Vehicle Collisions, 800 Motor Vehicle Complaints and 10,471 Motor Vehicle Stops.

Communication Specialist and supervisors attended training classes on the following: Managing a 9-1-1 Center, Principles of Integrated Dispatch and Domestic Violence Intervention.

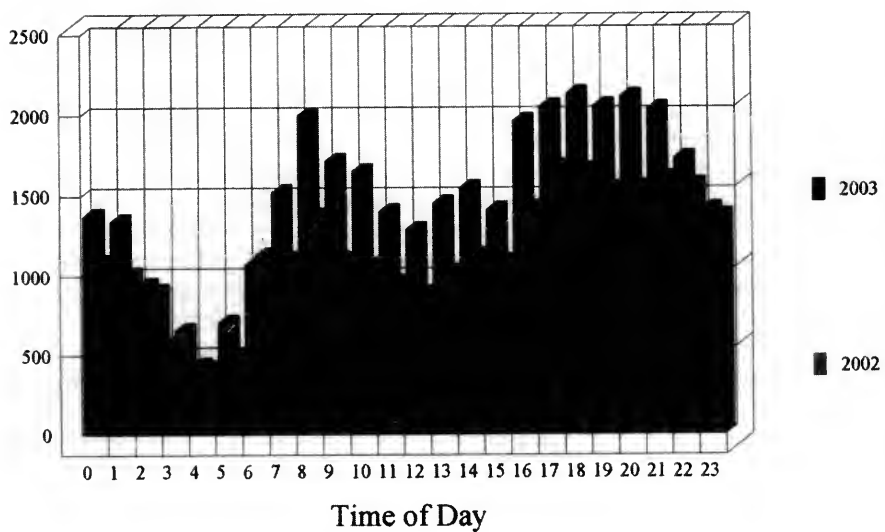
The Communication Center is actively seeking additional participants in the Operation Call-In program. This program assists the seniors of the Town with the comfort that they know someone will be checking on them by phone daily. If you would like to learn more of the program or would like to join the program, call 228-1240.

I would like to thank all the Departments and Citizens who have worked with us during the 2003 year. We look forward to serving with you in 2004.

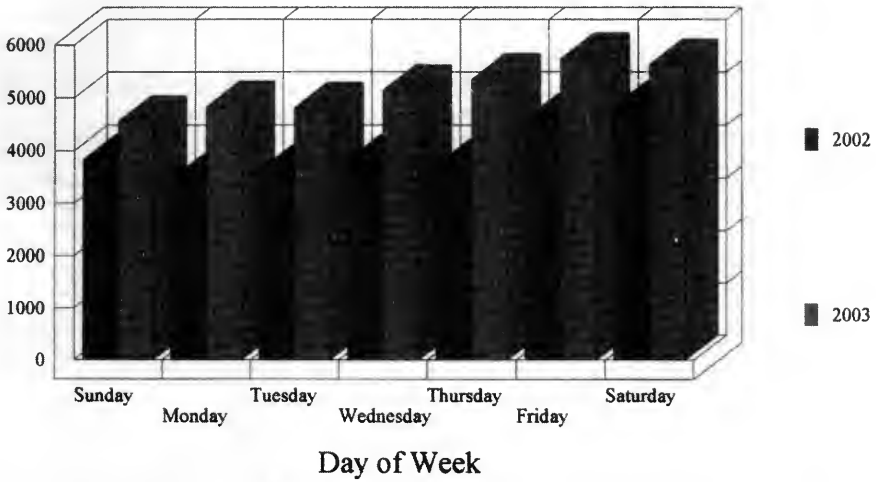
Respectfully submitted,

Sergeant Margaret M. Lougee and all the members of the Communication Center

Call Analysis for 2003 vs 2002



Bow Communication Center Call Analysis for 2003 vs 2002



2003 DPW Report

2003 started with heavy snow and has ended the same way. The Public Works Department spent many sleepless hours trying to keep up with the accumulation of one of the snowiest years in recent memory. Between equipment failures and understaffing we at times struggled. The annual addition of new roads also caused us to slip behind with our expected prompt service. This year we are budgeting for an additional truck and a seasonal operator whose duties will be shared with the cemetery department. The addition of one more truck during the winter will slow the decline in services we have been able to provide.

We have an aggressive summer maintenance schedule including the installation of water/oil separators for the public works building as well as the community building/fire station. Paving several yet to be determined roads, continued roadside mowing and drainage repair will also occupy a good deal of our summer. We expect as in the past, to be called upon to assist with volunteer community betterment projects as well. Last year we aided the Boy Scouts, Snowmobile club, Garden Club, Celebrating Children Pre-School, Baker Free Library and others.

The Public Works Department has a total of 178 years of service to the town; the following is a list of employees and their years of service.

Lenny Virgin	37	Ray Gourley	9
Don Dunlap	35	Nate Hadaway	7
Gary Cooper	25	Charlie Bailey	2
Chum Cleverly	20	John Martell	1
Mark Acebron	17	Corey Welcome	1
Tim Sweeney	12	Brian Bourgoine	1
Mike Hague	11		

Our solid waste has as usual been an item of conversation, we have had pretty smooth sailing at the transfer station and the brush dump, but curbside pickup has had a few equipment and personal issues that we are trying to correct. At this time we are working without a contract but working under the provisions of the proposed contract. There are a couple of items in the contract that are yet to be agreed on.

We appreciate the help and cooperation we receive from the other departments, town employees and officials. We also thank all the residents and taxpayers for their understandings when we create dust and turmoil in their neighborhood while doing construction.

BOW RECYCLING & SOLID WASTE COMMITTEE

The solid waste industry in New Hampshire has undergone dramatic changes in the last decade with the industry hauling and disposal options rapidly consolidating toward control of most of the waste industry by two companies (Casala and Waste Management). The reduced competition has resulted in steadily increasing waste disposal fees. Bow, fortunately, has a long term contract with Wheelabrator (now owned by Waste Management) for waste disposal. This contract has allowed Bow and the other members of the Concord Solid Waste Resource Recovery Cooperative to enjoy one of the cheapest disposal rates in New Hampshire (approximately \$37/ton versus the prevailing market rate of nearly \$70/ton). The contract expires in 2009 and negotiations have already begun on the future contract.

Mirroring the Statewide trend toward reduced competition, Bow has found it difficult to negotiate a new contract for its waste hauler. Waste Management was the low bid when Bow rebid the waste hauling contract. The committee and the Town found the Waste Management pricing irresistible; however, there was a desire to improve the level of service provided by Waste Management. Contract negotiations have not progressed; however, the Town has benefited economically from the stalemate because the waste hauling costs remain unchanged from the cheaper existing contract while the negotiations are ongoing.

The recycling committee has also undergone dramatic changes. Our long-term chairperson (11 years of dedicated service), Georgette Daugherty, has stepped down. She is still serving on the committee but is devoting herself to other interest and cannot commit the time required to continue to serve as chairperson. The committee has been unable to find someone to replace her and has elected to rotate the chairperson responsibilities. Additionally, Karen Vacaliuc intends to resign and Cynthia Klevens will replace her. The challenge for next year will be to adapt to these significant changes in the committee.

The total tonnage of solid waste disposed of at the Penacook incinerator in 2003 was 6,253.62 tons. This exceeded our guaranteed annual tonnage of 6,150 tons and our base tonnage of 5,731 tons. The amount of material recycled was significant compared to the quantities that was disposed. Bow recycled 458.08 tons of paper and 210.57 tons of mixed cans/aluminum/plastic. Although Bow's recycling rate is more than 5 times Concord's recycling rate, it can be improved and is only about average for State municipalities. The tonnage of material recycled in Bow in 2004 set a record; paper recycling was up 23.8% from the 2003 and the mixed recyclables were up 24.5% from 2003. Each family that recycled saved the State valuable landfill space and the town money.

The major activity this year was our household hazardous waste day. Our committee sponsors this event every other year to ensure that property owners have an outlet for difficult to dispose of chemical wastes. Bow and Dunbarton jointly participated this year. By combining efforts, we were able to maximize the grant money available from the Department of Environmental Services and save on contractor mobilization charges. Additionally, Dunbarton provided volunteer labor and arranged to recycle the automobile batteries that were collected. The Bow High School was also able to dispose of wastes cost effectively by participation.

At the household hazardous waste day, the committee collected thermometer and thermostats to minimize the release of mercury from the incinerator. NiCad and lead acid batteries were also collected and approximately 50 pounds of small batteries and a truck full of larger car batteries were diverted from the waste stream. Computer equipment was also collected and recycled. The final total for the household hazardous waste day was 11,982 pounds (6 tons) of wastes collected. 632 households participated including 572 from Bow and 60 from Dunbarton. Participation was significantly up from 2001 (404 households). Most of the waste consisted of common household waste materials like paint and paint thinners; however, significant quantities of highly toxic materials, such as mercury, were properly collected and disposed of. The cost of the hazardous waste collection and disposal was \$15,012.4. After deducting the grant money received from the State the cost to the Town was \$12,189, well within the \$18,000 budgeted by the Town. The committee would like to recognize the numerous volunteers from both Bow and Dunbarton that made the collection possible and successful.

The committee also arranged for the sale of compost bins for the third time. A total of 323 bins have been sold to date with 81 bins purchased during the 2004 compost bin sale. The compost bins divert a significant amount of food waste from the Town's solid waste stream and has the added benefit of providing compost for Bow gardens.

The committee continues to send out the Welcome letters to new residents in Town. Approximately a dozen welcome letters are mailed every month. The Welcome letters include the Town's trash schedule and valuable information about the Town and a map. The committee supports NiCad (rechargeable) battery collection at the Fire Department and is developing recycling opportunities for the Town recreational areas. We will continue to try to increase recycling rates in Town and encourage everyone to think about saving the Town money by recycling. Clearly the costs for the disposal of trash will start to increase as our multi-town trash cooperative incurs costs in permitting and developing a new landfill in Canterbury and negotiates a new contract with the Wheelabrator incinerator. Aggressive recycling will minimize future cost increases.

The Recycling Committee:

Georgette Daugherty
Sherri Cheney
Scott Knowland
Gary Lynn
Lyn Spain
Tom Sutton
Karen Vacaliuc
Cynthia Klevens
Lifetime Member: Bill Capozzi

UNH Cooperative Extension

One in four New Hampshire residents took advantage of at least one University of New Hampshire Cooperative Extension program last year.

Our programs offer informal education in forest stewardship, parenting, family finances, food safety, agriculture, home gardening, 4-H clubs, camps and other programs for children and teens, nutrition counseling for low income families, strategic planning and leadership development skills for community groups.

County extension educators work extensively with towns and school districts—organizing and advising after-school programs, helping school and town groundskeepers maintain athletic fields and landscaped areas, providing guidance to town planners and boards on current use and other land use issues. Because studies show that open space helps keep property taxes low, extension staff provide education to forest landowners and commercial farmers that helps keep their enterprises profitable, while preserving open space and protecting natural resources.

Merrimack County Extension provides fact sheet notebooks to all town libraries and produces weekly radio spots on 107.7 which offer information to residents throughout the station's listening area.

UNH Cooperative Extension's Community Profiles process works with community groups to create a vision for their community's future and form action groups to reach those goals. To date, seven Merrimack County towns have participated in a Community Profile.

UNH Extension operates a statewide toll-free Info Line at our Family, Home & Garden Education Center, staffed Monday through Friday, 9am to 2pm (1-877-398-4769). Last year, the Info Line handled more than 1,000 requests from Merrimack County residents. Extension also distributes a wide range of information from our Web site: cemfo.unh.edu.

Finally, UNH Cooperative Extension trains and supports a large corps of volunteers: 4-H leaders, master gardeners, wildlife coverts, community tree stewards, water quality monitors, parent mentors and others who extend the reach of Extension programs into many domains of New Hampshire life. If volunteer opportunities interest you, please call the Merrimack County Extension office at 225-5505 or 796-2151, or stop by the office at 315 Daniel Webster Highway in Boscawen, just south of the County Nursing Home on Route 3.

UPPER MERRIMACK RIVER LOCAL ADVISORY COMMITTEE

Annual Report • 2003

This year, the Upper Merrimack River Local Advisory Committee welcomes its newest Adopt-a-River Sponsor, Aquarian Analytical Laboratories, Inc., bringing the UMRAC's sponsorship program to 100%. Aquarian joins existing sponsors, Aries Engineering, Inc.; Checkmate Expert Payroll Services, Concord; Elektrisola, Boscawen; Franklin Savings Bank; Franklin Wastewater Treatment Facility; Public Service Company of NH Corporate Offices and Merrimack Station; and Watts Regulator/Webster Valve. Many thanks to the Conservation Commissions and Towns and Cities of Boscawen, Bow, Canterbury, Concord, Franklin, and Northfield for their ongoing support and graciously hosting UMRAC meetings. The UMRAC is grateful for its sponsors' and municipalities' support of the Upper Merrimack Monitoring Program (UMMP) and other projects in the watershed.

Bug Nights entered its eighth year in 2003. Over 40 individuals volunteered their "bug identification" services over the winter. Bug Nights was graciously hosted again this year by Saint Paul's School in Concord and recognized with a presentation of a commemorative framed print to Dr. Scott Reynolds from the science department. Over the summer, the UMMP sent one-third of its volunteer-processed samples to a professional laboratory. The purpose is to compare volunteer data produced by volunteers with that from the professional entomologists. Preliminary analysis indicates that the Bug Nights volunteers' work is of the highest quality. The Central NH Regional Planning Commission produced a large-format, colored map illustrating UMMP water quality data from its monitoring sites from Franklin to Bow including the Merrimack, Pemigewasset, Winnepesaukee, and Contoocook Rivers.

The UMMP's water quality data led the NH Department of Environmental Services (DES) to investigate discharges into the river in Franklin. This helped DES identify sewage discharges into the Winnepesaukee and Pemigewasset Rivers which both flow into the Merrimack. One discharge has been eliminated, the other is in process.

UMMP plans for 2004-2005 include commissioning a ten-year data report and retrospective of the program. To help fund the report, the UMRAC has printed T-shirts and tote bags sporting a graphic of its popular *Insect Inquirer* on the back and a colored dragonfly and river image on the front. Please contact Michele Tremblay (information at the end of this report) or your UMRAC municipal representative if you would like to make a bold fashion statement with a shirt or bag.

In collaboration with the NH Rivers Council, the UMRAC facilitated a stakeholder group that reviewed the Public Service of NH (PSNH) re-licensing application and drafted comments for the Federal Energy Regulatory Commission (FERC). Several meetings were held and groups from Nashua to Franklin participated.

The UMRAC hosted representatives from PSNH and American Rivers so that the Committee could learn more about the FERC re-licensing process. As part of its continued professional development program, Chuck Grassie presented on open space development options.

Representative Michele Tremblay was appointed to serve on the state Senate Bill 87 Legislative Study Commission representing the Connecticut, Pemigewasset, and upper Merrimack Rivers. UMRAC also submitted written and oral testimony on House Bill 25 relative to the state's instream flow proposal. The Committee provided comment on the proposed state wetland rules. The UMRAC conducted an inventory of its own management plan for the NH Department of Environmental Services.

The UMLAC continued to review project plans and proposals including the Route 4 bridge at Route 4 in Boscawen and Canterbury, Concord trail improvement projects at the Technical Institute and Terrill Park, the redevelopment at the old Foundry off I-93 exit 16, the Merrimack County jail expansion in Boscawen, a dredge and fill at the Franklin Waste Water Treatment Facility, a car dealership expansion in Bow, a culvert repair in Boscawen, a dam reconstruction on Webster Lake in Franklin, and a major subdivision in Franklin, where it also investigated a wetlands crossing.

The UMLAC exhibited its interactive display at Concord's River Jamboree and the State's Rivers and Watershed Conference (at which it also presented a training session on volunteer recruitment), conducted a river ecology training at the Loudon Public Library, a presentation to the City of Franklin, and delivered the keynote address at the Green Mountain Conservation Group's annual watershed meeting. The UMLAC chair was recognized with a National River Hero award in May 2003 in Washington [state]—the only volunteer out of five awardees to receive the award. This success is shared with all of the representatives of UMLAC.

In 2003, the Upper Merrimack River Local Advisory Committee (UMLAC) welcomed new representatives Drew Hoffman from Canterbury and Robert Wyatt from Bow as well as returning alumni representatives Richard Laflamme from Franklin and Susan Paschell from Bow. Elected UMLAC officers for 2002-2003 are Michele L. Tremblay, Chair; Stephen C. Landry, Vice-chair; Gary Lynn, Secretary; and Krista Crowell, Treasurer.

Please visit UMLAC's website at www.merrimackriver.org for further information on the river, committee membership, activities, maps, water quality data, and photographs of brave and selfless volunteers in action. UMLAC meetings are held on a rotating basis in its six represented communities on the second Monday of each month at 7:00 PM. All are welcome to attend. For meeting schedules, locations, and other information contact Michele Tremblay at 603.796.2615 or mtrembla@tds.net or your local representatives listed below.

Upper Merrimack River Local Advisory Committee Representatives:

Boscawen	Bow	Canterbury	Concord	Franklin	Northfield
Stephen C. Landry	Krista Crowell	Drew Hoffman	Edwin Robinson	Marilee A. Horn	Pamela Hunt
Michele L. Tremblay	Gary Lynn	Nancy Roy	Stephen Robinson	Richard Laflamme	
	Susan Paschell				
	Robert Wyatt				

ZONING BOARD OF ADJUSTMENT

The Zoning Board of Adjustment meets monthly to hear applications for variances, special exceptions and appeals of administrative decisions. The Board received and acted on 17 applications in 2003, a decrease from the 22 acted on in 2002.

The Board is represented on the Steering Committee for the 2003 Bow Master Plan. It has also participated with the Planning Board in the development of proposed amendments to the Zoning Ordinance for the March 2004 town vote.

On behalf of the Zoning Board, I would like to thank the town officials, citizens and businesses of Bow for their support, with special thanks to: Bud Currier, Building Inspector; Bill Klubben, Planning Director; and Louise Knee, our Recording Secretary.

On behalf of the Town, I would like to thank the members of the Board for their commitment of time and their sharing of energy and ideas. I would also like to acknowledge former members Ellen Rhodes-Mims, Normand Jacques, Beth Titus and Virginia Deragon who resigned from the Board in 2003.

Respectfully submitted,

Robert Mack, *Chairman*

Harry Hadaway, Jr., *Vice Chairman*

Robert Ives, *Secretary*

Todd Fahey, *Member*

Nancy Knapp, *Member*

Dennis Daggett, *Alternate*

Thomas Keane, *Alternate*

Robert Wyatt, *Alternate*

David Obolewicz, *Alternate*

Leonard Nuth, *Alternate*

**CLUBS
AND
ORGANIZATIONS**

BOW ATHLETIC CLUB

Full participation by all is the most important part of youth athletics!

The Bow Athletic Club (BAC) was founded in 1974 as a private, non-profit organization to foster the participation of the town's children in available sports programs. The BAC coordinates programs in basketball; baseball/softball (Bow Little League); and soccer for grades one - eight to complement or supplement existing Town of Bow Recreation programs and Town of Bow school teams. During 2003, the BAC for the first time also facilitated a Grade Five Field Hockey team.

In keeping with our belief that every child who wants to play will play, the BAC has a tradition of creating additional teams, and even leagues, to give everyone a chance to play. The number of children that the BAC serves continues to grow each and every year. We are striving to improve all facets of the BAC programs. Registration fees are modest, to help meet the goal of giving every child a chance to play.

Please pass along to any board member any suggestions that you may have on how the BAC can serve the community better. Our website is in its second year and we continue to strive to make the site better. The site allows easy access to the latest BAC information, sign-ups and schedules. Please visit our website www.bowathleticclub.com and let us know what you think.

I would like to thank everyone who has volunteered their time to assist the BAC in the past year. The efforts of those who volunteer to coach, work in the concession stand and help organize activities allow the BAC to provide quality athletic programs to the town's children. I would especially like to thank the board members for their extraordinary efforts. The time and effort that is put forth on behalf of the town's athletic programs is incredible.

Our board of directors consists of sixteen community volunteers, each of whom shares in the various responsibilities of recruiting coaches and officials, scheduling, game management, and other duties. Meetings are held the first Tuesday of each month with elections at the January Annual Meeting. Meetings are open to the public and all are welcome and encouraged to attend.

BAC programs are not funded by town taxes. Money is raised through sign-ups, fund-raisers, donations from individuals and organizations and the Bow Invitational Tournament, a basketball tournament that draws teams from many surrounding towns. The tournament is held at the Bow Memorial School and Bow High School during February school vacation. Please come down to the school to see some great basketball and to support the BAC.

The BAC would like to thank John Finnegan, Tom Worthington, and Linda Spinella, whose board terms expired in January 2003. The contributions, participation and work ethic that they brought to the BAC will be missed. We would like to also welcome our new board members: Jane Potrias, Brad Morrow and Abe Shoubash - who have already made invaluable contributions in their first year on the board.

The BAC would also like to thank Chuck Christy, the former director of the town's recreation department. Chuck and his staff made the work the BAC does much easier through their efforts. Everyone at the BAC wishes Chuck the best in his retirement.

Thank you to all that have supported the Bow Athletic Club. Our continued success rests with those who volunteer their time and spirit. Anyone interested in becoming a part of this exciting and rewarding effort is invited to contact a BAC officer or director.

Respectfully Submitted,

Bill Hickey, President

2003 Bow Athletic Club Board

Bill Hickey, President
David Hill, Vice President
Bob Gosling, Treasurer
Mark Sandler, Deputy Treasurer
Martin Murray, Secretary
Linda Bucknam
Bryan Fenn
Rick Hinck
Brad Morrow
Jane Poitras
Paul Rizzi
Kathi Russ
Mark Sandler
Abe Shoubash
Bob Varney
Jim Whalley

BOW PIONEERS SNOWMOBILE CLUB

The snowmobile club was established in 1972 to develop a system of winter recreational trails in the Bow/Dunbarton area. We promote the fun of family snowmobiling and other winter activities such as cross country skiing and snow shoeing. We take responsibility for building new trails, signing and grooming the trails and maintaining the trail system in the fall. The club has grown to over 240 families.

We have many activities throughout the season which include spring & fall flea markets to raise money, Holiday Pot Luck Dinner (Santa also), landowner appreciation dinner, club cookouts, local & distant group trail rides and a snowmobile safety course. The safety course held 46 students who now know the rules & etiquette of snowmobiling which include the laws, safety, basic first aide, landowner respect. We were fortunate to have a local Fish & Game Officer and Bow Fireman as guest speakers.

The club would like to thank the Bow Conservation Committee and town officials for all their help and cooperation with the trail system. We are very lucky and grateful to have town leaders who can appreciate the value that a great trail system has for the town as a whole. While many towns are losing their trails, Bow has gained several miles of new trails during the past year.

Last year the club was 1st place, for a 2nd year in a row, of all snowmobile clubs in Merrimack County to raise money for Camp Sno-Mo. The camp is located in Gilmanton and is for children with disabilities. Many thanks to all who helped. The club also won a 2nd place award for club activities. This award was statewide.

Our membership dues are \$20/single and \$25/family per year which includes club membership, NHSA membership, subscription to the "Sno-Traveler" newspaper and the club's own newsletter.

We welcome all winter enthusiasts to join the club. Whether you snowmobile, snow shoe, cross-country ski or just enjoy walking the 70+/- miles of trails, we invite you to attend our club activities.

A very special thanks to all the landowners who allow the trails to cross their property whether it be by the goodness of your heart, easement or right of way. We truly appreciate it. Without you there would be no trail system. Perhaps you may consider protecting the trail with an easement if one does not exist?

Any questions or concerns can be answered by one of the following people:

Ron Michaud-President
Rick Adam-Vice President
Keith Froleiks-Treasurer
Marie Ott-Secretary
Craig Ott-Trail Administrator

Board of Directors: Fred Mullen
Dana Abott
Rick Nylen
John Green
Ray Johnson

Mike MacDonald-Trail Master
Paul Zahensky-Memberships

Gregg Darrach

Respectfully submitted,
Ron Michaud-President

BOW ROTARY CLUB

The theme for Rotary this year is "Lend a Hand". A simple but profound statement which reflects the essence of why we are Rotarians.

Rotary is a service organization working in and for the community, and we "Lend a Hand" to continuously provide support in our four avenues of service: Community, International, Vocational and Club. Our motto is "Service Above Self" which is indicative of how we see ourselves – as people who can help others when we "Lend a Hand"

As representatives of Rotary International, we are joined with over 1,200,00 other professionals in 30,000 clubs and 165 countries in a common goal, to provide for the underprivileged on a global basis. WE have been at the forefront of the worldwide effort to eradicate polio, and anticipate final success by the year 2005.

This year we are proud to have worked on several new major initiatives:

- The creation of over 4 miles of new walking trails in the Nottingcook Forest. These use of these trails are free and open to the public.
- The distribution of dictionaries to every Third Grade student in Bow.
- Organization of "Out of the Attic", a program where you can have your antiques appraised.
- Building of a new school in Honduras in honor of our departed friend John Sheriden, former Rotary District Governor and Bow resident.
- Awarding of a teacher scholarship to a resident of Honduras.

The following represents some of the activities of the Rotary Club of Bow:

Community:

- Winterfest – An all day affair for the young and young at heart.
- Rotary Park – Bow Rotarians work with the Bow Garden Club to provide a pleasant town corner.
- Adopt a Highway – Rotarians clean Route 3A and Bow Center Road four times a year.
- Summer Concert Series – For the second year in a row, Bow Rotary has provided free concerts at the Bandstand.
- We continue to work with Bow Little League in the development of new ball fields for the town.

Vocational Service:

- Scholarship Auction – All net proceeds go to providing scholarships to Bow Residents. In 2003 we awarded \$24,000 to deserving students.
- Funfest at Merrimack County Nursing Home – Local Rotary Clubs join together to provide a day of fun and entertainment to the residents of the nursing home.
- School to Career Program – Provided at both the Memorial and High School
- Community Drug and Alcohol Program – A joint effort to provide drug awareness in the Community.
- Creation and free distribution of Town Map to Bow Residents.

International Service:

- The club, along with the other clubs in our district, raised over \$200,000 to help fight polio worldwide.
- The club sponsored both incoming and outgoing foreign exchange students. This year Katy Couch has gone to Chile and Poorna Doshi has joined us from India.
- The club has sponsored Alison Boyd as an Ambassadorial Scholar to Australia.
- Club members annually travel to Honduras to provide hands on help in the building of schools and hospitals.
- Working for Clean Water for the World.

I am proud to be associated with a club that continuously provides “service above self”.

Richard Manburg
President
Bow Rotary Club
P.O. Box 1935, Bow, NH 03304
rmanburg@comcast.net



Scenes along the new Nottingcook Forest hiking trail, as photographed by Bob Dawkins, who offered the use of his land for one terminus of the trail. Bob, the Bow Rotary Club, and other volunteers were instrumental in getting the trail up and running. The Bow Public Works Department established parking areas at the South Bow Road end of the trail and also the Woodhill Hooksett Road end.



BOY SCOUT TROOP 75

Troop 75 had another good year. We have 26 boys registered in the troop. We gave out many merit badges and rank advancements from Tenderfoot to Life Scout to the scouts over the past year. There are four Scouts working on their Eagle projects now.

We went winter camping three times last year, with a trip to the winter cabin at Hidden Valley scout camp, and a camping trip up on the back side of Cannon Mountain in March.

The Scouts hid the easter candy and easter eggs for the town easter egg hunt in April, roasted a pig for the year end court of honor and feast, and provided cocoa for the Christmas tree lighting.

Eighteen boys and four adults went to summer camp at Camp Bell in Gilmanton Iron Works. Everyone had a good time water skiing, throwing tomahawks, hiking, horseback riding and eating their own cooking.

Troop 75 has been enjoying camping and hiking on the new town forest property, Nottingcook forest. We also directed parking for the PTO Craft Fair in November.

The troop is led by Jeff Chagnon as Senior Patrol Leader with Nathan Burbank as his assistant. The patrol leaders are Drew Locker, Parker Moore, and Dan Howard. The boys have a good year planned with winter camping, another spring trip to Tuckerman's Ravine, and summer camp at Hidden Valley. Our adventure trip this year is to hike the Appalachian Trail for a week this summer.

If any boys from the age of 11 to 17 are interested in joining scouting, or any adults are interested in helping, we meet at the Bow Community Center every Tuesday night from 7:15 to 8:45 PM, or you can contact me for more information. Troop 75 is sponsored by the Bow Men's Club.

Peter Bloomfield
4 Buckingham Dr
Bow, NH 03304
774-7680

Respectfully Submitted,
Peter Bloomfield, Scoutmaster

BOW CUB SCOUT PACK 75

Bow Cub Scout Pack 75 was started to provide wholesome, educational activities for young boys in our community. At this time the pack has grown to seventy-five active youngsters in the scouting program. We owe a huge thank you to our charter organization, The Bow Men's Club and our adult leaders. A key element of our program is an emphasis on caring, nurturing relationships between boys and their parents, adult leaders, and friends.

The Bow cub scouting program has nine purposes: to

- Positively influence character development and encourage spiritual growth
- Help boys develop habits and attitudes of good citizenship
- Encourage good sportsmanship and pride in growing strong in mind and body
- Improve understanding within the family
- Strengthen boy's ability to get along with other boys and respect other people
- Foster a sense of personal achievement by helping boys develop new interests and skills
- Show how to be helpful and do one's best
- Provide fun and exciting new things to do
- Prepare boys to become Boy Scouts

Cub Scouting has program components for boys in the first through fifth grades. Members may join our pack and are assigned to a den, usually a group of five to eight boys. Each den has a den leader who assists the group in earning badges, organizing field trips, and creating a fun experience for the group. Once a month, all of the dens and family members gather for a pack meeting under the direction of the Cubmaster and pack committee. Pack meetings are held on the first Thursday of each month from 6:15 PM to 7:30 PM at the Bow Community Center on Bow Center Road.

Activities in the past year include:

- Annual Pinewood Derby
- Annual Blue & Gold Banquet to promote the birthday of scouting in February
- Battleship Massachusetts overnight trip
- Annual Fishing Derby, open to all youth, in May
- Annual Camp Carpenter week in July
- Manchester Monarchs hockey game
- Mount Cranmore Ski Day
- Donation of decorated Christmas trees for families in need
- Webelos overnight camping with Boy Scout Troop 75

The Pack 75 committee would like to thank all volunteers involved in the program and the Bow Men's Club, for without them our program would not survive. We welcome all boys in the first through fifth grades and their parents to join the Pack and learn about family life, nature, outdoors, art and crafts, teamwork and leadership. Pack 75 is a

Quality Service Unit as recognized by the Boy Scouts of America for developing a year round program in the Town of Bow.

Respectfully submitted,

Keith Froleiks
Cubmaster, Pack 75

BOW GARDEN CLUB

The Bow Garden Club has grown significantly this past year with 12 new members. We currently have 32 active members and 8 associate members. Our honorary member and club founder, Tempie Dahlgren, passed away in April. We owe much to this remarkable lady. She had an uncompromising spirit and commitment that has endured for the past 39 years and made our club what it is today.

We have continued our pursuit of the objectives set forth by the founders, which include encouraging interest in all phases of gardening and horticulture, aiding in the protection and conservation of natural resources and assisting in the beautification of the community. Our numerous committees oversee all the fine services we provide to the community. The civic beautification areas again thrived due to the hard work and dedication of the committee members. The community service committee provided two food baskets for needy families in conjunction with the Bow Human Services Department and created the holiday wreaths that can be seen at public buildings and signs around town. Our scholarship committee awarded a scholarship to a deserving young woman to help in her educational pursuits. The junior garden club that was formed last year at the Bow High School is still going strong with very enthusiastic student members. This year the juniors committee has started a program at the Bow Elementary School called the Twigs and it has received much enthusiasm. We have also contributed to the Sargent Camp Scholarship to enable deserving students to participate in the conservation camp held in the summer.

We donate to the New Hampshire Federation of Garden Clubs, Inc. and the National Garden Clubs, Inc. We are members of these organizations as well as the New England Regional Garden Clubs. This year we made a special contribution to the NGC in memory of Tempie Dahlgren. Her name will be placed on a plaque and hung on a wall dedicated to former presidents of whom she was one from 1979-1981.

The ways and means committee was very busy this year with plant sales at voting day in March and the annual sale in May. In addition, the club hosted a home tour this year in place of our annual open meeting. We spent many months planning and encouraged each member to participate in some way. The result was outstanding. It was a very successful event and the money raised will be used toward our civic beautification projects and other contributions we make to the community.

Meetings are held on the second Monday of each month from April through November at the Old Town Hall unless otherwise indicated. We offer a variety of programs ranging from hands on programs to field trips to lectures. We encourage new members to join this dedicated and exciting group. You can check our website for more information at www.bowgardenclub.org or contact any of the new officers listed below.

Joyce Kimball – President
Cate De Vasto – Vice President
April Provost – Secretary
Paula Ward – Treasurer

Respectfully Submitted,

Gretchen A. Wood, President
Bow Garden Club

GIRL SCOUTS OF SWIFT WATER COUNCIL BOW SERVICE UNIT

GIRL SCOUTS: WHERE GIRLS GROW STRONG

In the world of Girl Scouting, girls receive opportunities to develop self esteem, self reliance, leadership and teamwork. Girls discover the fun, friendship and power of girls together. Through the many enriching experiences provided by Girl Scouting, they grow courageous and strong. The Girl Scouts in the Town of Bow presently have 21 groups, representing 224 girls.

The five age levels of Girl Scouts are:

Daisy Girl Scouts	ages 5-6	(kindergarten or grade 1)
Brownie Girl Scouts	ages 6-8	(grades 1-2-3)
Junior Girl Scouts	ages 8-11	(grades 3-4-5-6)
Cadette Girl Scouts	ages 11-14	(grades 6-7-8-9)
Senior Girl Scouts	ages 14-18	(grades 9-10-11-12)

In 2003, Bow Girl Scouts continued to grow and acquired two new Daisy Groups, one new Brownie Group and one new Junior Group, welcoming approximately 50 new girls. The 60 registered adult volunteers serve as leaders, co-leaders, committee members and cookie managers.

Junior Group 509, under the guidance of leader Jacqui DeLorie, earned their Bronze Award. The project consisted of building shelves for the town Welfare Department, making Easter Baskets for the Welfare Department and St. Vincent DePaul's Society. The girls who earned their Bronze award were Alex DeLorie, Kaitlin Frank, Erin Murray and Kaylee Smith.

Beth Silverberg earned the Girl Scout Gold Award, the highest honor recognition a Girl Scout can receive. The award signifies years of outstanding leadership, community service, career planning and personal development. Beth created a playroom at the Bow Welfare Department by painting bright murals on the walls and filling the room with orange bookcases full of toys and books.

Throughout the year the girls' activities and projects focus on community service and self development. The girls have given their support to: White Rock Senior Living Center, Granite Ledges in Concord, Pine Rock Manor in Warner, the Concord Hospital and the SPCA. The Girl Scouts supported the Bow Welfare Department by providing Thanksgiving Food baskets, collection of canned goods and toiletry items for the food pantry, and shopped for, wrapped and donated Christmas gifts for children in need. Additional community service activities included a spaghetti dinner for the Town Fire, Rescue and Police Departments in remembrance of September 11th, a Rabies Clinic, providing baked goods for the Town Christmas Tree Lighting and caroling for Bow residents.

The annual Bow Girl Scout events continue with favorites such as cookie sales, father/daughter breakfast, community yard sale, camporee, fashion show at the Steeplegate Mall and bake sales. The first annual Pumpkin Fest was held at the Bow Gazebo. Fifty-two pumpkins were carved by the girls and lit at dusk.

Anyone interest in participating in Girl Scouts can contact www.swgirlscouts.org for information.

Respectfully submitted,

Deb Chulada
Service Unit Manager

Bow Community Men's Club

The Bow Community Men's Club was founded in 1948 for the purpose of promoting fellowship, understanding, and service to the community. We continued to embrace these three basic objectives in 2003 by sponsoring Cub Packs 75 and 275, Boy Scout Troop 75, the firearm safety course, Adopt a Highway Program, High School Senior Awards and the Citizen of the Year Award. We also contributed financial support to the Memorial School Sargent Camp initiative, Friend's of Forgotten Children, and a number of other community activities such as the sponsorship of our second annual flue shot clinic.

Bow Community Men's Club Members can be proudly seen in the spring and in the fall with their reflective orange pullovers, picking up trash alongside Bow's beautiful country roads

We wish to extend an open invitation to all the men in our community who would like to become a member to join us at the Old Town Hall on the 4th Thursday of the month for fine conversation and food starting at 6:00 P.M.

Once again we would like to congratulate Chief H. Danna Abbott of the Bow Fire Department as the 2003 recipient of the Citizen of the Year Award.

Respectively Submitted,

Van Mosher
Secretary

Kirk Hempill, President
Michael G. Wayne, Vice President and Treasurer

BOW YOUNG AT HEART CLUB

The Bow Young at Heart Club meets twice a month, the second and fourth Wednesday, with the exception of January, February, November and December when we meet only on the second Wednesday. We gather at 11:30 A.M. for a brown-bag lunch and social time with desserts provided. Our meetings begin at 1:00 P.M. at the Bow Community Building unless otherwise informed.

At the end of 2003 the Club had 87 members with an average attendance of 49. Fifteen new members joined this year. Sadly we lost Verna Alexander. Verna became a member in 1978 and we shall miss her. The Club has six honorary members.

Hilda Sargent, who is a Founder and Charter member, celebrated her 100th birthday. It was a joyous time for all who know her.

We had many speakers during 2003:

- Fred Bosworth spoke on his visit to the New York Museum of Planes, an interesting and informative program.
- Sheri Sifferlen spoke for "Comfort Keepers", and this was of great interest to the Seniors.
- Art Jackson spoke of his interest in "Signs". This was our second time with Art and it was still fascinating.
- Mary Morin, Miss New Hampshire, spoke at one of our April meetings. She addressed many things involved with her reign as Miss New Hampshire.
- Lorraine Carter, Director of the Centennial Senior Center and also a second time speaker, gave us an update.
- Sgt. Margaret Lougee spoke at our May meeting. She talked about her Kuwait experience and presented an overview of her job with the Bow Police Department. She was informative, humorous and very personable. We all welcomed her home.
- Lts. Ferguson and Harrington from the Bow Fire Department spoke on "Fire Safety for the Elderly"
- Don Lebrun presented a very informative discussion about "Understanding Strokes".

Our trips during 2003 included the following:

- We went to the York, Maine "Bread and Jam Bakery Tour" followed by a double lobster bake at the Lobster Barn
- We traveled to Boston for a tour of the Isabella Gardne Museum and had lunch at Maggiano's
- We took our annual trip to Rockingham Park for harness racing and a lunch buffet.
- There was a trip to Yokens and "Red, White and Blue" with Scott Wahle of Channel 4.
- We saw "Guys and Dolls" at the Letty Center in Epping, NH followed by lunch at the Pondview Restaurant in Kingston, NH
- We enjoyed a trip to Ogunquit Playhouse for "Always, Patsy Cline" with lunch at Warren's.
- Our annual fall foliage trip was a Vermont tour and the Summer Squash Show.

- We went to Mohegan Sun to hear John McDermott, an Irish tenor, where we enjoyed a buffet, etc.

What a fantastic year of programs and trips. Come on down and join us. You just have to be 55 years of age to join.

We had our fair as usual in October and concluded the year with our annual Christmas Party, a time we can all get together to wish each other Happy Holidays.

We once again thank Chuck Christy for being so wonderful to us. He is our unofficial member. Chuck retired at the end of December and how we shall miss him. We love you Chuck – come visit anytime.

Thanking the members who bring in our “Readings”:

“A Penny”

A found a penny today,
 Just laying on the ground
 But it's not just a penny
 This little coin I've found.
 Found pennies come from heaven
 That's what my Grampa told me.
 He said angels toss them down
 Oh, how I loved the story
 He said when an angel misses you
 They toss a penny down
 Sometimes just to cheer you up
 To make a smile out of your frown.
 So don't pass by that penny
 When you're feeling blue.
 It may be a penny from heaven
 That an angel's tossed to you.

Respectfully Submitted,
 Priscilla M. Ordway, Secretary

Officers for 2004

President – George Hubert
 Vice-President – Mary Lougee
 Secretary – Priscilla Ordway
 Treasurer – Kathy Donovan
 Memorial Chair – Jennie Boone
 Program Chair – Barbara Lillios
 Publicity – Fred Bosworth

**2003
BOW SCHOOL DISTRICT
REPORT**

**BOW SCHOOL DISTRICT
2003
ANNUAL REPORT**

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SCHOOL DISTRICT OFFICERS

Term Expires

James Hatem, Moderator	2005
Louise Knee, Clerk	2004
Mark Lavalley, Treasurer	2005

BOW SCHOOL BOARD

Mark Lefebvre, Chair	2005
Pansy Bloomfield, Vice-Chair	2004
Nick Harding, Member	2005
Dr. Stephen Elgert, Member	2006
Warren Fargo, Member	2004

AUDITOR

Plodzik & Sanderson, P.A.	Concord
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ADMINISTRATION

Kathleen Holt	Superintendent of Schools
James Fenn	Business Administrator
Deborah Gibbens	Principal, Bow Elementary School
Kirk Spofford	Principal, Bow Memorial School
George Edwards	Principal, Bow High School
Randy J. Welch	Director of Special Education

**REPORT OF THE ANNUAL MEETING
OF THE BOW SCHOOL DISTRICT
MARCH 14, 2003**

A duly called meeting of the Bow School District was held in the Bow High School gymnasium on Friday, March 14, 2003. The school district moderator, Jim Hatem called the meeting to order shortly after 7 PM. Several members of the Bow Girl Scouts presented the colors. The moderator then introduced officials from the Bow School District as well as the School Board and the Budget Committee. School Board Chairman Robert Wester asked to be recognized and preceded to thank retiring Superintendent of Bow Schools Ralph Minichiello for his 11 years of service as Bow's only Superintendent of Schools. Chairman Wester then presented Mr. Minichiello with a plaque and informed the crowd that the Bow High School Library was going to be named the Ralph J. Minichiello Library in Ralph's honor.

The moderator next announced the results of the election of school district officials. For School Board Members, Stephen Elgert, MD received 863 votes and Van Mosher received 834 votes. Stephen Elgert, MD was elected to a three-year term on the Board. SB2 results for the school district was 838 – yes and 880- no, so it did not pass with the 60% required vote.

The moderator then explained the rules of the meeting and noted that they were printed in the 2002 town report.

Each of the 15 articles was read by the moderator and voted upon in order.

ARTICLE 1

TO SEE if the School District will vote to raise and appropriate the sum of Three Hundred Thousand Dollars (\$300,000) for the purchase, installation, and related costs of a heat pump HVAC system to be installed in the eighth grade wing of the Bow Memorial School, and to authorize the issuance of not more than Two Hundred Forty Thousand Dollars (\$240,000) of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA Chapter 33) and to authorize the School Board to issue and negotiate such bonds or notes and to determine the rate of interest thereon; furthermore, to authorize the withdrawal of Sixty Thousand Dollars (\$60,000) from the Rooftop Units Heating and Ventilation Replacement Capital Reserve Fund established in 1996 for this purpose; and to raise and appropriate by general taxation Six Thousand, Sixty-Five Dollars (\$6,065) for the first year interest payment on the bond, and to take any other action in relation thereto. (2/3 ballot vote required.)

(Recommended by the School Board)

(Recommended by the Budget Committee)

Moved by: Mark Lefebvre and presented by Pansy Bloomfield and John Heneage of Dufresne-Henry

Seconded by Robert Graves (Budget Committee)
The vote was held by secret written ballot and the polls were held open for one hour.

	Yes	No
Vote	312	36

Motion Passes the 2/3 majority vote required

ARTICLE 2

TO DETERMINE and appoint the salaries of the School Board and fix the compensation of any other officer or agent of the District, or to take any other action in relation thereto.

- School Board Member = \$2,500.00 each
- Treasurer = \$1,000.00
- Moderator and Clerk = \$50.00 each

Moved and presented by: Nick Harding

Seconded by: Eric Anderson, Budget Committee

Article passes by a majority voice vote

ARTICLE 3

TO HEAR the reports of agents, auditors, committees, or officers chosen and to pass any vote related thereto.

Moved and presented by: Robert H. Wester, Jr., Chairperson

Seconded by: Gary Gordon

Article passes by a majority voice vote

ARTICLE 4

TO SEE if the District will vote to raise and appropriate the sum of Seventeen Million, Forty-Six Thousand, Seventy-Nine Dollars (\$17,046,079) for the support of schools, for the salaries of School District officials and agents, and for payment of statutory obligations to the District, said sum being exclusive of all special or separate warrant articles, or to take any other action in relation thereto.

(Recommended by the School Board) **(Recommended by the Budget Committee)**

Moved and presented by Pansy Bloomfield, Member

Seconded by: Eric Anderson

Article passes by a majority voice vote

Following the successful passage of Article 4, Robert Wester Motioned to Restrict Reconsideration and it was Seconded by Mike Walchak. The motion to Restrict Reconsideration passes by a majority voice vote.

Following the successful passage of the request to Restrict Reconsideration, George Morrison of Dunbarton Center Road motioned to recess the meeting to Friday the 16th of May. He stated the purpose of this request was to give the parties time for collective bargaining. The motion was seconded by Kathy Leach.

The school board asked school legal counsel to speak on the matter. In short the only legal recourse is to petition for a special meeting in order to have the school district to vote on a new contract.

The motion to recess the meeting failed by a majority voice vote.

ARTICLE 7

TO SEE if the District will authorize the School Board to enter into a long-term lease/purchase agreement for a period of five years (July 1, 2003 – June 30, 2008) for the purpose of lease/purchasing two (2) full-size buses at an annual cost of Twenty-Five Thousand, Five Hundred Thirty-Three Dollars (\$25,533) and to raise and appropriate the sum of Twenty-Five Thousand Five Hundred Thirty-Three Dollars (\$25,533) for the first year's payment for that purpose. This lease agreement contains an "escape" clause, or to take any other action in relation thereto.

(Recommended by the School Board) (Recommended by the Budget Committee)

Moved and presented by Stephen Elgert, M.D., Member

Seconded by: Gary Gordon

Article passes by a majority voice vote

ARTICLE 8

TO SEE if the District will vote to raise and appropriate the sum of Four Hundred Eighty Thousand Dollars (\$480,000) for the construction of a three-classroom addition and related equipping at Bow Memorial School and authorize the withdrawal of Two Hundred Sixty Thousand, Nine Hundred Fifty-Six Dollars (\$260,956) from the New School Construction and/or School Addition Capital Reserve Fund created in 1998 for that purpose, the balance of Two Hundred Nineteen Thousand, Forty-Four Dollars (\$219,044) to come from Impact Fees collected by the Town of Bow, or to take any other action in relation thereto.

(Recommended by the School Board) (Recommended by the Budget Committee)

Moved and presented by Pansy Bloomfield, Member

Seconded by: Robert Graves

Article passes by a majority voice vote

ARTICLE 9

TO SEE if the District will vote to raise and appropriate the sum of One Hundred Ten Thousand, One Hundred Thirty-Four Dollars (\$110,134) for the replacement of windows and doors at the Bow Memorial School and to authorize the withdrawal of One Hundred Ten Thousand, One Hundred Thirty-Four Dollars (\$110,134) from the Construction, Reconstruction, or Renovation Capital Reserve Account established in 1992 for that purpose, or to take any other action in relation thereto.

(Recommended by the School Board) (Recommended by the Budget Committee)

Moved and presented by Mark Lefebvre, Vice Chairperson

Seconded by: Gary Gordon

Article passes by a majority voice vote

ARTICLE 10

TO SEE if the District will vote to raise and appropriate the sum of Three Hundred Twenty-One Thousand, Nine Hundred Thirty-Nine Dollars (\$321,939) to be added to the Capital Reserve Fund established in 1996 for the purpose of replacing rooftop heating and ventilation units at Bow Elementary and Bow Memorial Schools and to authorize the transfer of Two Hundred Thirty-Six Thousand, Nine Hundred Thirty-Nine Dollars (\$236,939) in revenue from the refunding of the District's bonds in September 2003 and to authorize the transfer of Eighty-Five Thousand Dollars (\$85,000) from the Year-End Undesignated (Surplus) Fund balance available June 30, 2003 for this purpose, or to take any other action in relation thereto.

(Recommended by the School Board) (Recommended by the Budget Committee)

Moved and presented by Nick Harding, Member

Seconded by: Eric Anderson

Article passes by a majority voice vote

ARTICLE 11

TO SEE if the District will vote to raise and appropriate up to the sum of Seventy-Five Thousand Dollars (\$75,000) to be added to the Capital Reserve Fund established in 1992 under the provisions of RSA 35:1 for the purpose of construction, reconstruction, or renovations of the Bow school buildings and authorize a transfer of that amount from the Year-End Undesignated (Surplus) Fund balance available June 30, 2003, or to take any other action in relation thereto.

(Recommended by the School Board)

(Recommended by the Budget Committee)

Moved and presented by Stephen Elgert, M.D., Member

Seconded by: Gary Gordon

Article passes by a majority voice vote

ARTICLE 12

TO SEE if the District will vote to raise and appropriate the sum of Ninety-One Thousand, Nine Hundred Dollars (\$91,900) to be added to the Capital Reserve Fund established in 2000 for capital improvements to the facilities or equipment replacement at Bow High School, or to take any other action in relation thereto.

(Recommended by the School Board)

(Not Recommended by the Budget Committee)

Moved and presented by Robert H. Wester, Jr., Chairperson

Seconded by: Paul Roy

Article passes by a majority voice vote

ARTICLE 13

TO SEE if the District will vote to raise and appropriate the sum of Forty-Nine Thousand Dollars (\$49,000) for the purpose of resurfacing the track at Bow High School and authorize the withdrawal of Twenty-Two Thousand, Six Hundred Dollars (\$22,600) from the Capital Reserve Fund created in 2000 for capital improvements and equipment replacement at Bow High School. The balance of Twenty-Six Thousand, Four Hundred Dollars (\$26,400) is to come from general taxation, or to take any other action in relation thereto.

(Recommended by the School Board)

(Recommended by the Budget Committee)

Moved and presented by Mark Lefebvre, Vice Chairperson

Seconded by: Gary Gordon

Article passes by a majority voice vote

ARTICLE 14

TO SEE if the District will vote to raise and appropriate up to Twenty-Three Thousand, Nine Hundred Seven Dollars (\$23,907) for the purchase and installation of an outdoor freezer at the Bow Elementary School and to authorize the withdrawal of up to Twenty-Three Thousand Nine Hundred Seven Dollars (\$23,907) from the School Food Service Fund for this purpose, or to take any other action in relation thereto.

(Recommended by the School Board) (Recommended by the Budget Committee)

Moved and presented by Pansy Bloomfield, Member

Seconded by: Gary Gordon

Article passes by a majority voice vote

ARTICLE 15

TO TRANSACT ANY other business that may legally come before the meeting.

Given under our hands at said Bow this 13TH day of February, 2003.

The meeting ended on the same note as it began when lifetime Bow resident Paul Hammond rose to thank Bow School District Business Administrator, Peter Chamberlin, for his many years of service and to wish him well with his new endeavors. The meeting agreed with a round of applause.

A motion to adjourn the meeting by numerous meeting attendees followed this and it passed unanimously. The moderator adjourned the meeting shortly after 9 PM.

Respectfully submitted,

Van Mosher,

Bow School District Clerk

**BOW SCHOOL DISTRICT
ELECTION WARRANT – 2004
State of New Hampshire**

To the inhabitants of the School District in the town of Bow qualified to vote in District affairs:

YOU ARE HEREBY NOTIFIED TO MEET AT THE BOW COMMUNITY BUILDING IN SAID DISTRICT ON TUESDAY, THE 9TH DAY OF MARCH 2004, AT SEVEN O'CLOCK IN THE FORENOON TO CAST BALLOTS FROM THAT HOUR OF SAID DAY UNTIL SEVEN O'CLOCK IN THE EVENING FOR THE FOLLOWING DISTRICT AFFAIRS:

To choose two members of the School Board for the ensuing three years
To choose a Clerk for the ensuing one year

- and -

To see if the District shall adopt the provisions of RSA 40:13 (known as SB2) to allow official ballot voting on all issues before the Bow School District on the second Tuesday of March.

GIVEN UNDER OUR HANDS AT SAID BOW THIS 19TH DAY OF FEBRUARY, 2004:

Mark Lefebvre, Chairperson
Pansy Bloomfield, Vice Chairperson
Warren Fargo, Member
Nick Harding, Member
Stephen Elgert, M.D., Member

A TRUE COPY OF THE WARRANT ATTEST:

Mark Lefebvre, Chairperson
Pansy Bloomfield, Vice Chairperson
Warren Fargo, Member
Nick Harding, Member
Stephen Elgert, M.D., Member

WARRANT ARTICLES

TO THE INHABITANTS OF THE SCHOOL DISTRICT OF THE TOWN OF BOW qualified to vote in District affairs:

YOU ARE HEREBY NOTIFIED TO MEET AT THE BOW HIGH SCHOOL AUDITORIUM IN SAID DISTRICT ON FRIDAY, THE 12TH OF MARCH, 2004, AT SEVEN O'CLOCK IN THE EVENING, TO ACT ON THE FOLLOWING SUBJECTS:

ARTICLE 1

TO SEE if the school district will vote to raise and appropriate the sum of \$550,000 (Gross Budget) for the purchase, installation, and related costs of a fire sprinkler system to be installed in the Bow Memorial School, and to authorize the issuance of not more than \$550,000 in bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA Chapter 33) and to authorize the school board to issue and negotiate such bonds or notes and to determine the rate of interest thereon and to take any other action in relation thereto. (2/3 ballot vote required.)

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 2

TO DETERMINE and appoint the salaries of the School Board and fix the compensation of any other officer or agent of the District, or to take any other action in relation thereto.

ARTICLE 3

TO HEAR the reports of agents, auditors, committees, or officers chosen and to pass any vote related thereto.

ARTICLE 4

TO SEE if the School District will vote to raise and appropriate the sum of Eighteen Million, Two Hundred Eighty Five Thousand, One Hundred Thirty Seven dollars, (\$18,285,137) for the support of schools, for the payment of salaries of school district officials and agents, and for the payment of the statutory obligations of the district. This article does not include appropriations voted in other warrant articles.

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 5

TO SEE if the Bow School District will approve the cost items included in the collective bargaining agreement reached between the Bow School Board and the Bow Education Association, which calls for the following increases in salaries and benefits:

<u>Year</u>	<u>Estimated Increases</u>
2003-2004	\$430,928
2004-2005	\$339,011
2005-2006	\$345,952

and further to raise and appropriate a supplemental appropriation of \$430,928 for the 2003-2004 fiscal year, and to raise and appropriate the sum of \$769,939 for the 2004-2005 fiscal year. Such sum representing the additional costs attributable to the increase in salaries and benefits over those of the appropriation at current staffing levels paid in the current fiscal year.

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 6

TO SEE if the school district will vote to authorize the school board to enter into a 5 year lease/purchase agreement for the purpose of lease/purchasing two (2) school buses, and to raise and appropriate the sum of \$28,925 for the first year's payment for that purpose. This lease agreement contains a fiscal funding "escape" clause.

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 7

TO SEE if the school district will vote to change the purpose of an existing Capital Reserve Fund known as the "Construction, Reconstruction or Renovations of the Bow School Buildings Capital Reserve Fund" created in 1992 to the "Bow School Buildings, Facilities, and Grounds Capital Reserve Fund." (2/3 Majority Vote required)

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 8

TO SEE if the school district will vote to construct and replace the existing playground at the elementary school and to raise and appropriate the sum of \$70,000 for phase 1 of this project.

Recommended by the School Board

Not Recommended by the Budget Committee

ARTICLE 9

TO SEE if the school district will raise and appropriate the sum of \$22,500 to purchase and install student lockers in the 8th grade wing of the middle school.

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 10

TO SEE if the school district will vote to appropriate the sum of \$26,000 for the replacement of the 1997 pickup truck and related attachments for the grounds department and to authorize the withdrawal of \$26,000 from the capital reserve fund Capital Improvements & Equipment Replacement at BHS created for this purpose. This warrant article will have no tax rate impact.

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 11

TO SEE if the school district will vote to raise and appropriate up to \$50,000 to be added to the Unanticipated Special Education Cost Trust Fund previously established, with such amount to be funded from the year end undesignated fund balance available on July 1.

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 12

TO SEE if the school district will vote to purchase musical instruments as requested in the middle school band equipment replacement schedule and to raise and appropriate the sum of \$27,000 for this purpose, with such amount to be funded from the year end undesignated fund balance available on July 1, after payment of funds voted in prior Article 11.

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 13

SHALL THE School District establish a non-lapsing Musical Instruments Revolving Fund in accordance with RSA 194:3-c, to be funded by receipts of gifts, donations and other applicable revenues, to further raise and appropriate up to \$5,000 for the purpose of supporting the musical instrument replacement program, with such amount to be funded from the year end undesignated fund balance available on July 1, after payment of funds voted in prior Article 11, and 12, and appropriate \$5,000 out of said fund for the purpose of supporting the musical instruments replacement program, said amount to be drawn from the revolving fund and disbursed as needed.

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 14

TO SEE if the school district will vote to raise and appropriate up to \$50,000 to be added to the Bow School HVAC Capital Reserve Fund previously established, with such amount to be funded from the year end undesignated fund balance available on July 1, after payment of funds voted in prior Articles 11, 12 and 13.

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 15

TO SEE if the school district will vote to raise and appropriate up to \$50,000 to be added to the Bow School District Driveway and Parking Lot Capital Reserve Fund previously established, with such amount to be funded from the year end undesignated fund balance available on July 1, after payment of funds voted in prior Article 11, 12, 13 and 14.

Recommended by the School Board

Recommended by the Budget Committee

ARTICLE 16 (By Petition)

TO SEE if the school district will vote to raise and appropriate the sum of \$3,620 to begin a Winter Track and Field Team at Bow High School to begin in the 2004-2005 season.

Not Recommended by the School Board

Not Recommended by the Budget Committee

ARTICLE 17 (By Petition)

SHALL the Bow School District adopt a rule to establish a method for school board openings which offers the interim position of School Board Member to the runner up of the most recent school district election as long as that candidate received 45% or more of the votes cast?

ARTICLE 18

TO TRANSACT ANY other business that may legally come before the meeting.
Given under our hands at said Bow this 11 day of February, 2004.

Mark Lefebvre, Chairperson
Pansy Bloomfield, Vice Chairperson
Nick Harding, Member
Stephen Elgert, M.D., Member
Warren Fargo, Member

A TRUE COPY OF THE WARRANT ATTEST:

Mark Lefebvre, Chairperson
Pansy Bloomfield, Vice Chairperson
Nick Harding, Member
Stephen Elgert, M.D., Member
Warren Fargo, Member

Bow School District Proposed 2004-2005 Budget

Description	Expended 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
1100 Regular Education					
610-02 Art Supplies	17,931	18,924	19,778	19,778	19,778
610-03 Computer Literacy Supplies	409	432	423	423	423
641-03 Computer Literacy Textbooks	55	63	58	58	58
610-05 Lang/Arts Supplies	2,090	2,185	4,921	2,143	2,143
641-05 Lang/Arts Textbooks	947	9,388	13,340	13,340	13,340
610-06 World Language Supplies	457	615	642	642	642
641-06 World Language Textbooks	0	0	7,173	7,173	7,173
610-08 Physical Education Supplies	3,957	4,323	4,529	4,529	4,529
610-09 Family & Consumer Supplies	7,306	7,816	8,068	8,068	8,068
610-10 Tech Ed Supplies	10,014	10,287	10,700	10,700	10,700
641-10 Tech Ed Textbooks	208	250	250	250	250
610-11 Math Supplies	3,963	3,971	4,048	4,048	4,048
641-11 Math Textbooks	8,065	8,245	9,325	9,325	9,325
610-12 Music/Band Supplies	6,935	7,108	7,298	7,298	7,298
641-12 Music/Band Printed Media	456	500	275	275	275
610-13 Science Supplies	15,449	16,865	20,196	20,196	20,196
641-13 Science Textbooks	877	1,431	1,649	1,649	1,649
610-15 Social Studies Supplies	766	1,399	1,371	1,371	1,371
641-15 Social Studies Textbooks	18,458	8,695	1,709	1,709	1,709
739-15 Social Studies Other Equip.	673	870	945	945	945
110-18 Regular Ed Wages	5,331,524	5,347,702	5,351,780	5,331,440	5,331,440
111-18 Wages - Reg Ed Aides	36,607	43,312	57,260	57,260	57,260
120-18 Wages - Substitutes	78,116	71,000	61,000	61,000	61,000
240-18 Course Reimbursements	42,366	45,000	45,000	50,000	50,000
310-18 Cont Serv Home Inst	0	2,000	2,000	2,000	2,000
430-18 Maintenance Contracts	47,616	44,740	47,163	47,163	47,163
610-18 General Ed Supplies	52,940	51,899	52,877	52,877	52,877
641-18 Textbooks	29,617	29,220	32,279	32,279	32,279
733-18 Capital Equip-New Furn & Fixt	169	0	278	278	278
734-18 Capital Equip-New Equip	2,814	5,091	17,084	17,084	17,084
737-18 Capital Equip-Replace Furn & Fixt	1,554	2,169	495	495	495
738-18 Capital Equip-Replace Equip	3,395	3,930	10,061	3,854	3,854
739-18 Capital Equip-Other	765	0	1,368	1,368	1,368

Bow School District Proposed 2004-2005 Budget

Description	Expend	Budgeted	Original	School Board	Budget Comm.
	2002-03	2003-04	Request 2004-05	Proposal 2004-05	Recommendations 2004-05
810-18 Dues & Fees	15,303	4,550	4,617	4,617	4,617
890-18 Drivers Education	19,350	19,200	20,800	20,800	20,800
610-23 Reading Supplies	4,169	4,522	4,711	4,711	4,711
611-23 Reading Testing Supplies	0	0	2,380	2,380	2,380
641-23 Reading Textbooks	26,222	28,038	30,470	30,470	30,470
430-25 Computer Repairs	10,046	10,210	10,710	10,710	10,710
610-24 Computer Supplies	20,088	20,629	21,081	21,081	21,081
610-27 Humanities Supplies	2,172	2,390	2,573	2,573	2,573
610-29 Health & Wellness Supplies	596	607	654	654	654
211-85 Health Insurance	669,263	767,672	1,140,450	1,085,630	1,085,630
212-85 Dental Insurance	116,731	146,298	141,190	140,595	140,595
213-85 Life Insurance	59,467	45,952	13,175	13,130	13,130
214-85 LTD Insurance	0	0	21,980	21,900	21,900
220-85 FICA	408,378	419,880	419,990	418,435	418,435
230-85 Retirement	139,036	146,412	141,285	140,750	140,750
250-85 Unemployment Compensation	5,200	4,000	900	5,045	5,045
260-85 Workers' Comp Insurance	26,572	27,000	20,310	20,235	20,235
Sub-Total	7,249,092	7,396,790	7,792,619	7,714,734	7,714,734
1200 Special Education					
110 Certified Wages - Special Ed	767,821	667,053	648,535	651,165	651,165
111 Wages - SPED Aides	385,759	585,511	572,455	572,455	572,455
113 Wages - SPED Clerical	17,837	21,472	24,410	24,410	24,410
120 Wages - SPED Subs	0	0	20,000	20,000	20,000
240 Course Reimbursement	187	1,200	1,200	1,200	1,200
319 Cont Serv SPED Home Inst	201	10,000	3,000	3,000	3,000
322 Conferences & Seminars	920	1,300	1,300	1,300	1,300
323 Prof Services for Students	2,508	2,000	63,720	63,720	63,720
324 Transcription Services	1,697	2,500	2,500	2,500	2,500
561 SPED Tuition - LEA	0	0	0	0	0
569 SPED Tuition - Private	513,472	611,080	716,687	716,687	716,687
580 SPED Travel	984	2,500	2,500	2,500	2,500
610 SPED Office Supplies	2,036	2,286	2,286	2,286	2,286
610 SPED Supplies	2,735	3,490	4,169	4,169	4,169

Bow School District Proposed 2004-2005 Budget

Description	Expended 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
611 SPED Computer Supplies	2,298	1,118	1,200	1,200	1,200
641 SPED Professional Books	0	0	252	252	252
641 SPED Textbooks	1,490	4,092	0	0	0
733 SPED New Furn & Fixtures	0	535	500	500	500
734 SPED New Equipment	85	1,229	300	0	0
810 SPED Membership/Dues	254	600	600	600	600
890 SPED Summer School	26,884	27,200	27,200	27,200	27,200
211 SPED Health Insurance	124,173	204,799	361,430	348,245	348,245
212 SPED Dental Insurance	12,245	16,256	28,380	28,455	28,455
213 SPED Life Insurance	0	0	3,030	3,030	3,030
214 SPED LTD Insurance	0	0	5,050	5,050	5,050
220 SPED FICA	87,402	96,578	96,540	96,740	96,740
230 SPED Retirement	39,412	53,302	27,065	27,130	27,130
250 SPED Unemployment Comp	0	0	395	2,230	2,230
260 SPED Workers' Comp	0	0	4,670	4,670	4,670
Sub-Total	1,990,400	2,316,101	2,619,374	2,610,694	2,610,694
1280 Gifted & Talented					
110 Certified Wages Gifted & Talented	78,017	75,102	100,140	100,140	100,140
610 Supplies Gifted & Talented	131	360	359	359	359
641 Textbooks Gifted & Talented	385	700	708	708	708
733 New Furniture Gifted & Talented	0	780	572	572	572
734 New Equip Gifted & Talented	0	215	130	130	130
211 Health Insurance - G & T	10,253	10,884	6,965	6,575	6,575
212 Dental Insurance - G & T	1,583	831	3,630	3,640	3,640
213 Life Insurance G & T	0	0	240	240	240
214 LTD Insurance - G & T	0	0	410	410	410
220 FICA - G & T	6,246	5,746	7,660	7,660	7,660
230 Retirement - G & T	2,331	1,983	2,645	2,645	2,645
250 Unempl Comp - G & T	0	0	15	72	72
260 Workers' Comp - G & T	0	0	370	370	370
Sub-Total	98,946	96,601	123,844	123,521	123,521

Bow School District Proposed 2004-2005 Budget

Description	Expended 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
1300 Vocational Education					
110 Wages Voc Ed Trans	6,377	6,100	17,685	17,685	17,685
560 Vocational Ed Tuition	24,735	22,000	25,000	25,000	25,000
220 Fica - Vocational Trans	488	467	1,355	1,365	1,365
260 Workers' Comp - Voc Trans	0	0	555	555	555
Sub-Total	31,600	28,567	44,595	44,605	44,605
1410 Co-Curricular - Academics					
110 Wages	42,665	46,457	48,160	48,160	48,160
322 Conference	970	1,575	1,825	1,825	1,825
610 Supplies	10,227	16,102	16,940	16,940	16,940
810 Dues & Fees	1,618	2,920	2,960	2,960	2,960
890 Assemblies	3,463	3,500	3,500	3,500	3,500
220 FICA - Co-Curricular	3,246	3,554	3,685	3,685	3,685
230 Retirement - Co-Curricular	1,210	1,226	1,270	1,270	1,270
260 Workers' Comp - Co-Curricular	0	0	180	180	180
Sub-Total	63,399	75,334	78,520	78,520	78,520
1420 Co-Curricular - Athletics					
110 Wages - Athletic Director	42,993	46,950	48,360	46,505	46,505
320 Athletic Officials	57,420	40,886	40,270	40,270	40,270
322 Athletic Conferences & Seminars	1,000	1,500	2,500	2,500	2,500
400 Purchased Property Services	0	14,580	18,492	18,492	18,492
610 Athletic Supplies	18,514	19,210	20,483	20,483	20,483
734 Athletic Equipment - New	2,112	450	0	0	0
738 Athletic Equipment - Replacement	8,762	9,950	13,628	13,628	13,628
810 Athletic Dues	2,665	3,130	3,130	3,130	3,130
895 Establish Swim Team	2,632	0	0	0	0
110 Ath/Interscholastic Stipends	119,135	117,811	123,930	123,930	123,930
211 Health Insurance - Athletics	2,584	3,379	3,485	3,290	3,290
212 Dental Insurance - Athletics	1,583	1,662	1,815	1,820	1,820
213 Life Insurance - Athletics	0	0	115	115	115
214 LTD Insurance - Athletics	0	0	190	190	190
220 FICA - Athletics	12,581	12,528	13,180	13,040	13,040

Bow School District Proposed 2004-2005 Budget

	Description	Expended 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
230	Retirement - Athletics	1,742	5,923	7,165	7,165	7,165
250	Unempl Comp - Athletics	0	0	5	36	36
260	Workers Comp - Athletics	0	0	635	630	630
	Sub-Total	273,723	277,959	297,383	295,224	295,224
1490	Summer Enrichment					
112	Summer Enrichment Program	0	2,000	2,000	2,000	2,000
230	Fica - Summer Enrichment	0	0	115	115	115
	Sub-Total	0	2,000	2,115	2,115	2,115
2120	Guidance					
110	Guidance Wages	297,434	349,270	355,185	355,590	355,590
113	Guidance Clerical Wages	27,061	27,914	28,620	28,620	28,620
335	Guidance Testing	1,976	1,850	0	0	0
580	Guidance Travel	1,197	1,400	1,425	1,425	1,425
610	Guidance Supplies	2,716	3,109	4,431	4,431	4,431
641	Guidance Books/Printed Media	685	1,196	1,340	1,340	1,340
642	Guidance Software	900	920	970	970	970
810	Guidance Dues	300	300	300	300	300
211	Health Insurance - Guidance	28,136	33,713	51,585	49,345	49,345
212	Dental Insurance - Guidance	6,889	7,515	8,750	8,770	8,770
213	Life Insurance - Guidance	0	0	920	920	920
214	LTD Insurance - Guidance	0	0	1,570	1,570	1,570
220	FICA - Guidance	25,188	28,855	29,360	29,395	29,395
230	Retirement - Guidance	7,686	10,868	11,065	11,075	11,075
250	Unempl Comp - Guidance	0	0	50	285	285
260	Workers' Comp - Guidance	0	0	1,420	1,420	1,420
	Sub-Total	400,168	466,910	496,991	495,456	495,456
2132	Health Services					
110	Wages - Health Service	125,692	125,962	125,970	128,560	128,560
111	Wages - Health Service Assistant	0	5,405	11,170	11,170	11,170
331	School Physician	0	0	0	0	0
430	Health Serv Equip Repair	75	80	200	200	200

Bow School District Proposed 2004-2005 Budget

Description		Expended 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
550	Printing - Health Services	160	166	166	166	166
580	Travel - Health Services	0	75	180	75	75
593	Purch Services - Health Services	1,399	0	0	0	0
610	Supplies - Health Services	2,751	2,875	2,971	2,971	2,971
641	Health Serv Books/Printed Media	253	260	260	260	260
642	Health Serv Software	1,399	0	0	0	0
737	Health Serv - Replace Funnr & Equip	0	0	1,014	1,014	1,014
810	Health Services Dues	0	0	105	105	105
211	Health Insurance - Health Serv	13,789	15,970	24,020	23,135	23,135
212	Dental Insurance - Health Serv	3,654	4,263	4,595	4,610	4,610
213	Life Insurance - Health Serv	0	0	330	330	330
214	LTD Insurance - Health Serv	0	0	560	570	570
220	FICA - Health Serv	9,491	10,049	10,490	10,700	10,700
230	Retirement - Health Serv	1,500	3,325	3,325	3,395	3,395
250	Unempl Comp - Health Serv	0	0	30	30	30
260	Workers' Comp - Health Serv	0	0	505	505	505
Sub-Total		160,163	168,430	185,891	187,796	187,796
Psychological Services						
2140	Wages - Psych Services	67,409	52,000	53,560	54,080	54,080
325	Psychological Testing	1,768	3,591	2,883	2,883	2,883
211	Health Insurance - Psych Serv	12,843	4,298	4,320	4,185	4,185
212	Dental Insurance - Psych Serv	1,583	1,662	515	515	515
213	Life Insurance - Psych Serv	0	0	130	130	130
214	LTD Insurance - Psych Serv	0	0	220	220	220
220	FICA -Psych Serv	4,861	3,978	4,095	4,140	4,140
230	Retirement - Psych Serv	0	1,373	1,415	1,430	1,430
260	Workers' Comp - Psych Serv	0	0	360	72	72
Sub-Total		88,464	66,902	67,498	67,655	67,655
Speech & Language Services						
2150	Wages - Speech Path Serv	96,756	111,429	135,200	135,200	135,200
110	Wages - Speech Path Aides	21,153	36,577	51,460	38,155	38,155
325	Testing - Speech Path	813	2,305	1,992	1,992	1,992

Bow School District Proposed 2004-2005 Budget

Description		Expended 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
533	Computer Supplies - Speech Path	43	72	454	454	454
610	Supplies - Speech Path	912	1,496	1,272	1,272	1,272
641	Books/Printed Media - Speech Path	0	114	141	141	141
211	Health Insurance - Speech Path	18,381	25,273	69,930	56,455	56,455
212	Dental Insurance - Speech Path	1,182	2,600	7,930	6,335	6,335
213	Life Insurance - Speech Path	0	0	445	415	415
214	LTD Insurance - Speech Path	0	0	765	710	710
220	FICA - Speech Path	8,645	11,333	14,280	13,265	13,265
230	Retirement - Speech Path	1,720	5,100	3,570	3,570	3,570
250	Unempl Comp - Speech Path	0	0	50	45	45
260	Workers' Comp - Speech Path	0	0	690	640	640
Sub-Total		149,605	196,299	288,179	258,649	258,649
Physical/Occupational Therapy						
2160	Wages PT/OT Services	71,053	96,040	51,500	52,000	52,000
320	PT/OT Cont Services	0	0	43,200	43,200	43,200
325	PT/OT Testing	57	428	956	956	956
610	PT/OT Supplies	138	249	524	524	524
641	PT/OT Books/Printed Media	0	0	0	0	0
211	Health Insurance - PT/OT	3,418	3,655	13,930	13,150	13,150
212	Dental Insurance - PT/OT	1,583	1,662	1,610	1,615	1,615
213	Life Insurance - PT/OT	0	0	125	125	125
214	LTD Insurance PT/OT	0	0	210	210	210
220	FICA PT/OT	3,859	4,042	3,940	3,980	3,980
230	Retirement PT/OT	948	1,395	1,360	1,375	1,375
250	Unempl Comp - PT/OT	0	0	5	35	35
260	Workers' Comp - PT/OT	0	0	190	190	190
Sub-Total		81,056	107,471	117,550	117,360	117,360
Other Support Services						
2190	Wages - Other Support	85,144	79,898	129,970	102,550	102,550
110	Health Ins - Other Support	2,051	3,870	32,355	26,300	26,300
212	Dental Ins - Other Support	112	471	2,640	2,130	2,130
213	Life Ins - Other Support	0	0	445	380	380

Bow School District Proposed 2004-2005 Budget

Description	Expended 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
214 LTD Ins - Other Support	0	0	765	650	650
220 FICA - Other Support	6,118	3,250	9,445	7,845	7,845
230 Retirement - Other Support	948	2,506	9,940	6,220	6,220
250 Unempl Comp-Other Support	0	0	45	35	35
260 Workers' Comp - Other Supp	0	0	690	585	585
Sub-Total	94,373	89,995	186,295	146,695	146,695
2212 Instruction & Curriculum Development					
110 Wages Inst & Curr Dev	5,500	4,000	4,000	4,000	4,000
335 Test Scoring	0	2,017	0	0	0
641 Professional Books	559	835	847	847	847
220 FICA - Inst & Curr	421	306	305	305	305
230 Retirement - Inst & Curr	0	106	105	105	105
Sub-Total	6,480	7,264	5,257	5,257	5,257
2213 Instructional Staff Training					
320 Staff Development	7,009	9,335	9,395	9,395	9,395
321 In-Service Training	16,811	19,076	20,076	20,076	20,076
322 Conferences/Conventions	10,819	11,555	11,648	11,648	11,648
Sub-Total	34,639	39,966	41,119	41,119	41,119
2222 Media Services					
110 Wages - Media	132,304	132,304	132,305	134,305	134,305
111 Wages - Aides	30,685	32,698	33,875	33,875	33,875
430 Equipment Repair & Maint	3,126	5,610	5,525	5,525	5,525
610 Supplies	2,293	2,734	2,830	2,830	2,830
641 Books & Printed Media	29,338	29,590	31,792	31,792	31,792
642 Electronic Information	17,558	20,351	19,618	19,618	19,618
733 Capital Equip-New Furn & Fixt	0	1,960	5,618	5,618	5,618
734 Capital Equip-New Equipment	2,581	1,737	250	250	250
738 Replacement Equipment	952	1,240	5,178	5,178	5,178
810 Dues & Fees	200	190	190	190	190
211 Health Insurance - Media	23,249	27,852	26,805	25,895	25,895
212 Dental Insurance - Media	3,606	4,206	3,830	3,840	3,840

Bow School District Proposed 2004-2005 Budget

Description		Expended 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
213	Life Insurance - Media	0	0	400	400	400
214	LTD Insurance - Media	0	0	685	685	685
220	FICA - Media	12,022	12,855	12,830	12,865	12,865
230	Retirement - Media	770	6,044	5,530	5,545	5,545
250	Unempl Comp - Media	0	0	35	35	35
260	Workers' Comp - Media	0	0	620	620	620
	Sub-Total	258,684	279,371	287,916	289,066	289,066
Audio Visual Services						
2223	Film Rental	157	175	175	175	175
610	AV Supplies	0	188	192	192	192
	Sub-Total	157	363	367	367	367
Computer Technology						
2250	Wages - Technology Assistants	59,463	66,008	64,480	64,480	64,480
110	Tech Upgrade Staff Devel	5,245	5,000	5,000	5,000	5,000
320	Tech Upgrade Data Service	22,785	26,084	26,085	26,085	26,085
532	Tech Upgrade - New Equipment	161,602	184,410	155,060	155,060	155,060
734	Health Insurance - Comp Tech	14,745	11,423	14,245	13,775	13,775
211	Dental Insurance - Comp Tech	888	931	1,480	1,485	1,485
212	Life Insurance - Comp Tech	0	0	150	150	150
213	LTD Insurance - Comp Tech	0	0	265	265	265
214	FICA - Comp Tech	4,565	5,050	4,935	4,935	4,935
220	Retirement - Comp Tech	1,913	3,895	3,500	3,500	3,500
230	Unempl Comp - Comp Tech	0	0	20	35	35
250	Workers' Comp - Comp Tech	0	0	235	235	235
260	Sub-Total	271,206	302,801	275,455	275,005	275,005
General Fund Contingency						
2300	General Fund Contingency	68,319	75,000	75,000	75,000	75,000
840	Sub-Total	68,319	75,000	75,000	75,000	75,000
School Board Services						
2311	Wages - School Board	8,422	12,500	12,500	12,500	12,500

Bow School District Proposed 2004-2005 Budget

Description		Expended 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
522	Liability Insurance	2,175	2,393	2,500	2,500	2,500
540	Advertising	27,056	25,000	27,000	27,000	27,000
610	Supplies - School Board	9,651	4,500	5,000	5,000	5,000
810	Dues & Fees	4,141	4,200	4,300	4,300	4,300
220	FICA - School Board	558	1,040	955	955	955
	Sub-Total	52,003	49,633	52,255	52,255	52,255
2312	Clerk/Moderator Services					
110	Clerk/ Moderator Wages	100	100	100	100	100
	Sub-Total	100	100	100	100	100
2313	District Treasurer Services					
110	District Treasurer Wages	1,000	1,000	1,000	1,000	1,000
523	Treasurer Fidelity Bond	0	400	400	400	400
220	FICA - Treasurer	77	0	75	75	75
	Sub-Total	1,077	1,400	1,475	1,475	1,475
2315	Legal Services					
380	District Legal Fees	99,593	25,000	35,000	35,000	35,000
	Sub-Total	99,593	25,000	35,000	35,000	35,000
2317	Audit Services					
370	Auditor Services	4,710	6,000	6,500	6,500	6,500
	Sub-Total	4,710	6,000	6,500	6,500	6,500
2321	Office of Superintendent Services					
110	Wages - Superintendent	137,145	95,820	95,700	96,600	96,600
113	Wages - Clerical	32,145	32,448	35,095	33,750	33,750
240	Course Reimbursement	0	1,000	1,500	1,500	1,500
321	In-service Training	0	0	3,500	3,500	3,500
322	Conference & Conventions	2,100	2,500	2,500	2,500	2,500
331	Consultants	5,000	5,000	5,000	5,000	5,000
340	Criminal Records Check	3,452	4,100	6,100	6,100	6,100
442	Copier Lease	1,362	4,063	4,340	4,340	4,340

Bow School District Proposed 2004-2005 Budget

Description	Expend 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
531 Telephone	1,797	1,600	2,600	2,600	2,600
532 Postage	3,942	3,480	4,300	4,300	4,300
540 Advertising	2,742	500	500	500	500
550 Printing	1,551	5,244	2,500	2,500	2,500
580 Travel	1,236	1,300	1,500	1,500	1,500
610 Supplies	4,408	4,500	5,000	5,000	5,000
641 Books & Media	369	975	975	975	975
734 Cap Equip - New Equipment	0	231	0	0	0
738 Cap Equip - Replace Equipment	125	0	500	500	500
810 Dues & Memberships	1,515	1,646	1,650	1,650	1,650
211 Health Insurance - Supt Office	15,412	16,892	18,955	18,115	18,115
212 Dental Insurance - Supt Office	1,162	1,357	1,930	1,935	1,935
213 Life Insurance - Supt Office	2,172	1,997	775	775	775
214 LTD Insurance - Supt Office	0	0	535	535	535
220 FICA - Supt Office	11,536	9,813	10,005	9,975	9,975
230 Retirement - Supt Office	13,124	9,068	6,100	6,045	6,045
250 Unempl Comp - Supt Office	0	0	10	72	72
260 Workers' Comp - Supt Office	0	0	485	485	485
Sub-Total	242,295	203,534	212,055	210,752	210,752
Office of the Principal Services					
2410 Wages - Principals	228,568	238,231	241,850	244,195	244,195
110 Wages - Clerical	159,308	176,420	171,990	171,990	171,990
119 Wages - Assistant Principals	171,915	180,356	194,800	192,255	192,255
240 Course Reimbursement	3,502	6,480	6,480	6,480	6,480
322 Conferences & Conventions	6,303	6,780	6,780	6,780	6,780
531 Telephones	14,397	17,500	16,000	16,000	16,000
534 Postage	11,257	11,420	12,920	12,920	12,920
550 Printing	11,130	13,935	13,890	13,890	13,890
580 Travel	1,469	1,785	2,052	2,052	2,052
610 Supplies	5,593	6,331	6,678	6,648	6,648
733 Cap Equip - New Furn & Fixtures	3,684	3,000	4,500	4,500	4,500
734 Cap Equip - New Equipment	0	0	4,340	4,340	4,340
737 Cap Equip - Repl Furn & Fixt	0	0	2,940	2,940	2,940

Bow School District Proposed 2004-2005 Budget

		Original Request	Budgeted	Expended	School Board Proposal	Budget Comm.
		2004-05	2003-04	2002-03	2004-05	2004-05
Description						
738	Cap Equip - Repl Equipment	860	1,608	1,925	860	860
810	Dues & Memberships	4,121	4,091	3,598	4,121	4,121
890	High School Graduation	6,500	6,500	6,511	6,500	6,500
211	Health Insurance - Admin	79,830	69,140	57,245	79,830	76,225
212	Dental Insurance - Admin	10,400	5,672	5,666	10,370	10,400
213	Life Insurance - Admin	3,555	0	0	3,555	3,555
214	LTD Insurance - Admin	2,495	0	0	2,495	3,495
220	FICA - Admin	46,560	45,445	42,774	46,560	46,545
230	Retirement - Admin	24,975	24,435	14,734	24,975	24,970
250	Unempl Comp - Admin	80	0	0	80	180
260	Workers' Comp - Admin	2,250	0	0	2,250	2,250
Sub-Total		864,091	819,129	749,579	864,091	864,091
Business/Fiscal Services						
2511	Wages - Business Admin	73,840	67,440	72,834	73,130	73,840
110	Wages - Bookkeeping	38,595	49,837	37,417	40,130	38,595
240	Course Reimb - Fiscal Serv	1,250	0	0	1,250	1,250
322	Conference/Convention	600	600	385	600	600
331	BMSI Support	4,500	4,421	0	4,500	4,500
430	Equip Repair - Fiscal Serv	3,500	3,479	8,268	3,500	3,500
580	Travel - Fiscal Serv	275	250	255	275	275
738	Repl Equip - Fiscal Serv	2,000	0	1,800	2,000	2,000
810	Dues & Fees - Fiscal Serv	150	0	0	150	150
880	Federal Funds Transfer	1	1	(2,989)	1	1
211	Health Insurance - Fiscal Serv	14,610	15,019	12,844	15,475	14,610
212	Dental Insurance - Fiscal Serv	1,485	1,410	1,208	1,480	1,485
213	Life Insurance - Fiscal Serv	625	0	0	625	625
214	LTD Insurance - Fiscal Serv	460	0	0	465	460
220	FICA - Fiscal Serv	8,605	8,972	8,450	8,665	8,605
230	Retirement - Fiscal Serv	7,635	7,168	5,162	7,685	7,635
250	Unempl Comp - Fiscal Serv	70	0	0	10	70
260	Workers' Comp - Fiscal Serv	415	0	0	420	415
Sub-Total		158,616	158,597	145,634	160,361	158,616

Bow School District Proposed 2004-2005 Budget

	Description	Expended 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board		Budget Comm. Recommendations 2004-05
					Proposal 2004-05		
2620	Building Operations Services						
110	Wages - Custodial	297,753	316,355	329,445	339,840		339,840
130	Custodial Overtime	0	9,000	9,000	9,000		9,000
322	Staff Development	0	0	1,000	1,000		1,000
411	Water & Sewerage	28,177	36,732	37,350	37,350		37,350
430	Equip Maint	0	0	1,000	1,000		1,000
431	Electrical Repairs	8,017	9,600	10,450	10,450		10,450
432	HVAC Repairs	19,783	25,620	32,650	32,650		32,650
433	Plumbing Repairs	4,237	7,565	7,610	7,610		7,610
434	Laundry Services	226	0	0	0		0
434	Glass Breakage	4,350	1,550	3,200	3,200		3,200
435	Building Exterior	13,308	4,300	6,950	6,950		6,950
436	Building Interior	23,732	29,828	43,010	43,020		43,020
521	General Insurance Coverage	37,897	41,916	48,050	48,050		48,050
610	Custodial Supplies	40,598	37,020	39,550	39,550		39,550
621	Heating Gas	124,765	97,500	141,000	141,000		141,000
622	Electricity - All Schools	305,176	289,000	305,175	305,175		305,175
624	Heating Fuel Oil	35,139	47,500	39,000	39,000		39,000
626	Diesel Fuel	586	500	500	500		500
733	Cap Equip - New Furn & Fixtures	0	1,739	1,000	1,000		1,000
734	Cap Equip - New Equipment	1,344	2,200	1,630	1,630		1,630
737	Cap Equip - Repl Furn & Fixtures	6,462	4,429	9,240	9,240		9,240
738	Cap Equip - Repl Equipment	1,196	1,015	7,000	7,000		7,000
810	Dues & Memberships	0	0	300	300		300
211	Health Insurance - Custodial	81,674	93,016	85,855	82,695		82,695
212	Dental Insurance - Custodial	4,243	4,950	11,225	11,255		11,255
213	Life Insurance - Custodial	0	0	810	810		810
214	LTD Insurance - Custodial	0	0	1,385	1,385		1,385
220	FICA - Custodial	25,524	26,373	25,890	25,845		25,845
230	Retirement - Custodial	11,551	20,573	16,775	16,790		16,790
250	Unempl Comp - Custodial	0	0	120	120		120
260	Workers' Comp - Custodial	0	0	7,140	7,130		7,130
	Sub-Total	1,075,738	1,108,281	1,223,310	1,230,545		1,230,545

Bow School District Proposed 2004-2005 Budget

Description		Expended 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
2630	Building & Grounds Maintenance Services					
110	Wages - Building Maint	23,150	24,315	25,355	25,525	25,525
110	Wages Grounds Maint	44,606	52,107	53,130	56,425	56,425
130	Overtime Wages	0	2,000	3,000	3,000	3,000
424	Maint of Grounds	33,608	29,719	20,685	20,685	20,685
430	Equip Maint - Bldg & Grnds	0	0	2,500	2,500	2,500
610	Supplies - Bldg & Grnds	0	0	10,450	10,450	10,450
626	Gas/Diesel Fuels	0	0	2,500	2,500	2,500
739	Replace Bridge - Field 7	0	0	6,500	2,000	2,000
211	Health Insurance - Bldg & Grnds	8,553	10,813	29,330	28,405	28,405
212	Dental Insurance - Bldg & Grnds	449	471	3,430	3,440	3,440
213	Life Insurance - Bldg & Grnds	0	0	195	195	195
214	LTD Insurance - Bldg & Grnds	0	0	335	335	335
220	FICA - Bldg & Grnds	3,419	4,534	6,235	6,270	6,270
230	Retirement - Bldg & Grnds	2,217	3,497	4,515	4,540	4,540
250	Unempl Comp - Bldg & Grnds	0	0	25	35	35
260	Workers Comp - Bldg & Grnd	0	0	1,720	1,720	1,720
	Sub-Total	116,002	127,456	169,905	168,025	168,025
2640	Care & upkeep of Equipment Services					
430	Maint Contracts	48,418	47,665	54,440	54,440	54,440
437	Repair Instructional Equip	4,373	9,898	8,905	8,905	8,905
438	Repair Non-Instructional Equip	1,913	2,180	2,100	2,100	2,100
	Sub-Total	54,704	59,743	65,445	65,445	65,445
2721	Regular Student Transportation					
110	Wages - Bus Drivers	189,388	187,783	198,660	198,660	198,660
110	Wages - New HS Run	0	0	11,725	0	0
120	Wages - Bus Driver Subs	15,333	0	15,000	15,000	15,000
321	In-service Training	0	0	500	500	500
531	Telephone	0	0	1,800	1,800	1,800
610	Training Supplies	0	0	750	750	750
641	Books & Other Printed Media	0	0	500	500	500
890	Other Transportation Expense	4,034	7,000	5,500	5,500	5,500

Bow School District Proposed 2004-2005 Budget

Description	Expend 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
211 Health Ins - Reg Transp	14,992	19,520	22,885	22,150	22,150
212 Dental Ins - Reg Transp	0	0	3,475	3,485	3,485
213 Life Ins - Reg Transp	0	0	540	515	515
220 FICA - Reg Transp	18,221	14,365	17,240	16,405	16,405
230 Retirement - Reg Transp	0	0	3,360	2,615	2,615
250 Unempl Comp - Reg Transp	0	0	145	360	360
260 Workers' Comp - Reg Transp	0	0	7,075	6,735	6,735
Sub-Total	241,968	228,668	289,155	274,975	274,975
2722 SPED Student Transportation					
110 Wages - SPED Transp	55,667	40,038	43,550	43,245	43,245
519 Bus Transp - Outside Sources	16,650	0	0	40,000	40,000
738 Cap Equip - Repl Equip	7,594	7,594	21,625	7,594	7,594
211 Health Ins - SPED Transp	0	0	11,660	11,305	11,305
212 Dental Ins - SPED Transp	0	0	1,610	1,615	1,615
213 Life Ins - SPED Transp	0	0	105	105	105
214 LTD Ins - SPED Transp	0	0	0	180	180
220 FICA - SPED Transp	4,248	3,755	3,330	3,310	3,310
230 Retirement - SPED Transp	0	0	2,345	2,330	2,330
260 Workers' Comp - SPED Trans	0	0	1,365	1,360	1,360
Sub-Total	84,159	51,387	85,590	111,044	111,044
2724 Co-Curricular Transportation					
110 Wages - Co-Curricular	12,983	10,400	14,420	14,420	14,420
220 FICA - Co-Curr Transp	993	796	1,105	1,105	1,105
260 Workers' Comp Co-Curr Tran	0	0	450	450	450
Sub-Total	13,976	11,196	15,975	15,975	15,975
2725 Co-Curricular Athletics Transportation					
110 Wages - Athletic Trans	15,764	17,680	17,510	17,510	17,510
220 FICA - Athletic Trans	1,206	1,353	1,340	1,340	1,340
260 Workers' Comp - Athletic Trans	0	0	550	550	550
Sub-Total	16,970	19,033	19,400	19,400	19,400

Bow School District Proposed 2004-2005 Budget

Description		Expend 2002-03	Budgeted 2003-04	Original Request 2004-05	School Board Proposal 2004-05	Budget Comm. Recommendations 2004-05
2740	Vehicle Repair Services					
110	Wages - Vehicle Repair	46,248	41,221	42,460	42,875	42,875
439	Outside Vehicle Repair	45,519	44,000	48,000	48,000	48,000
521	Vehicle Insurance	10,303	11,333	12,465	12,465	12,465
580	Travel - Vehicle Repair	348	250	400	400	400
610	Supplies - Vehicle Repair	57,324	54,000	58,000	58,000	58,000
732	Cap Equip - New Equip - Buses	13,294	13,295	0	0	0
732	Replace Buses - Warr #7	0	25,533	0	0	0
734	Cap Equip - New Equip - Shop	0	0	3,800	3,800	3,800
738	Cap Equip - Repl Equip - Buses	87,289	75,203	103,895	101,755	101,755
738	Cap Equip - Repl Equip - Shop	768	500	4,000	4,000	4,000
211	Health Insurance - Vehicle Repair	10,762	10,813	13,930	13,150	13,150
212	Dental Insurance - Vehicle Repair	449	471	1,610	1,615	1,615
213	Life Insurance - Vehicle Repair	0	0	100	100	100
214	LTD Insurance - Vehicle Repair	0	0	175	175	175
220	FICA - Vehicle Repair	3,432	3,153	3,250	3,280	3,280
230	Retirement - Vehicle Repair	1,915	2,432	2,505	2,530	2,530
260	Workers' Comp - Vehicle Repair	0	0	1,335	1,335	1,335
	Sub-Total	277,651	282,204	295,925	293,480	293,480
5100	Debt Service					
910	Principal	810,000	810,000	810,000	810,000	810,000
830	Interest	666,054	620,492	574,930	574,930	574,930
	Sub-Total	1,476,054	1,430,492	1,384,930	1,384,930	1,384,930
5221	Food Service Operations					
890	Food Service Transfer	513,282	495,632	540,190	563,690	563,690
	Sub-Total	513,282	495,632	540,190	563,690	563,690
5222	State/Federal Grant					
930	Fund Transfer	223,820	1	1	1	1
	Sub-Total	223,820	1	1	1	1
	Total O & M	16,709,789	17,071,610	18,410,356	18,285,137	18,285,137

**Bow School District
Report of Special Education
Expenditures & Revenues**

	School Year 2001-2002	School Year 2002-2003
Expenditures		
Special Ed Expenditures	\$2,256,807.40	\$2,539,848.00
Revenues		
IDEA Grant	\$113,700.00	\$152,639.57
IDEA Preschool Grant	\$4,300.00	\$5,550.60
Tuition	\$36,652.20	\$33,007.50
Medicaid	\$77,220.00	\$46,280.52
Catastrophic Aid	\$115,680.82	\$186,343.01
Adequacy Allocation for Special Ed	\$355,270.00	\$401,624.00
	<u>\$702,823.02</u>	<u>\$825,445.20</u>
 Expenditures Net of Revenues	 <u><u>\$1,553,984.38</u></u>	 <u><u>\$1,714,402.80</u></u>

**Bow School District
Estimated Revenues
For School Year 2004-2005**

Description	Actual Revenues 2002-03	Estimated Revenues 2003-04	School Board Estimated 2004-05	Budget Comm. Estimated 2004-05
Revenue				
State Education Tax	\$3,448,055.00	\$3,433,939.00	\$3,502,618.00	\$3,502,618.00
Local Property Tax	\$9,085,744.00	\$8,979,910.00	\$9,609,318.00	\$9,609,318.00
Tuition Revenues	\$68,920.82	\$0.00	\$4,100.00	\$4,100.00
Summer School Tuition	\$0.00	\$3,600.00	\$3,600.00	\$3,600.00
Special Ed Tuition	\$33,007.50	\$32,000.00	\$32,000.00	\$32,000.00
Interest Income	\$21,498.43	\$51,600.00	\$30,000.00	\$30,000.00
Athletic Program Revenues	\$18,721.95	\$17,000.00	\$18,500.00	\$18,500.00
Miscellaneous Revenues	\$39,245.97	\$3,500.00	\$13,600.00	\$13,600.00
Insurance Co-pays	\$0.00	\$0.00	\$301,915.00	\$301,915.00
Adequate Education Grant	\$3,316,195.00	\$3,314,436.00	\$3,423,938.00	\$3,423,938.00
Building Aid	\$245,971.91	\$245,792.00	\$286,057.00	\$286,057.00
Medicaid Reimbursement	\$46,280.52	\$135,000.00	\$135,000.00	\$135,000.00
Catastrophic Aid	\$186,343.01	\$180,000.00	\$180,000.00	\$180,000.00
Drivers Education	\$16,500.00	\$19,200.00	\$20,800.00	\$20,800.00
Capital Reserve	\$0.00	\$0.00	\$0.00	\$0.00
Fund Balance	\$0.00	\$160,000.00	\$160,000.00	\$160,000.00
Total Revenue	\$16,526,484.11	\$16,575,977.00	\$17,721,446.00	\$17,721,446.00
Food Service				
Interest Income	\$6,290.89	\$4,700.00	\$4,700.00	\$4,700.00
BES Daily Sales	\$111,602.43	\$102,493.00	\$106,950.00	\$106,950.00
BMS Daily Sales	\$170,821.17	\$170,822.00	\$170,355.00	\$170,355.00
BHS Daily Sales	\$189,280.29	\$176,517.00	\$181,685.00	\$181,685.00
Miscellaneous Revenues	\$18,208.53	\$10,100.00	\$11,000.00	\$11,000.00
Insurance Co-pays	\$0.00	\$0.00	\$12,000.00	\$12,000.00
State Reimbursements	\$4,034.00	\$8,000.00	\$8,000.00	\$8,000.00
Commodities	\$0.00	\$0.00	\$20,500.00	\$20,500.00
Federal Reimbursements	\$21,755.00	\$23,000.00	\$25,000.00	\$25,000.00
Fund Balance	\$0.00	\$0.00	\$23,500.00	\$23,500.00
Total Food Service Revenue	\$521,992.31	\$495,632.00	\$563,690.00	\$563,690.00
Federal Grants				
Federal Programs	\$223,820.00	\$1.00	\$1.00	\$1.00
Total Federal Grant Revenue	\$223,820.00	\$1.00	\$1.00	\$1.00
Total General Fund Revenues	\$17,272,296.42	\$17,071,610.00	\$18,285,137.00	\$18,285,137.00

PLODZIK & SANDERSON
Professional Association/Accountants & Auditors

193 North Main Street – Concord – New Hampshire – 03301-5063 – 603-225-6996 – FAX: 224-1380

INDEPENDENT AUDITOR'S REPORT

To the Members of the School Board
Bow School District
Bow, New Hampshire

We have audited the accompanying financial statements of the governmental activities, each major fund and the aggregate remaining fund information of the Bow School District as of, and for the year ended, June 30, 2003 as listed in the table of contents. These financial statements are the responsibility of the School District's management. Our responsibility is to express an opinion on these general purpose financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the governmental activities, each major fund, and the aggregate remaining fund information of the Bow School District as of June 30, 2003, and the respective changes in financial position thereof for the year then ended in conformity with accounting principles generally accepted in the United States of America.

The management's discussion and analysis and budgetary comparison information are not a required part of the basic financial statements, but are supplementary information required by the Governmental Accounting Standards Board. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of the required supplementary information. However, we did not audit the information and have no opinion on it.

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Bow School District's basic financial statements. The combining and individual fund statements and schedules are presented for purposes of additional analysis and are not a required part of the basic financial statements. They have been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, are fairly stated in all material respects in relation to the basic financial statements taken as a whole.

PLODZIK & SANDERSON
PROFESSIONAL ASSOCIATION

September 15, 2003

**Report of Bow School District Treasurer
As of June 30, 2003**

General Fund

Cash on Hand July 1, 2002	\$188,934.61
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Receipts:

State Adequacy Tax	\$3,448,055.00	
Local Property Tax	\$9,085,744.00	
Adequate Education Grant	\$3,316,195.00	
Revenue From State/Federal Grants	\$223,820.00	
Earnings on Investments	\$21,498.43	
Other	\$654,991.68	
	\$16,750,304.11	
Total Received:		\$16,939,238.72
Total Amount Available for the Fiscal Year		\$16,248,911.88
Less: School Board Orders Paid		\$690,326.84
Cash on Hand June 30, 2003		\$690,326.84

Food Service Fund

Cash on Hand July 1, 2002	\$180,529.43
Investments Held July 1, 2002	\$257,633.04

Receipts:

Food Sales	\$471,703.89	
Earnings on Investments	\$6,290.89	
Other	\$43,997.53	
	\$521,992.31	
Total Received:		\$960,154.78
Total Amount Available for the Fiscal Year		\$513,282.00
Less: School Board Orders Paid		\$261,539.97
Investments Held June 30, 2003		\$185,332.81
Cash on Hand June 30, 2003		\$185,332.81

Respectfully Submitted,

Mark Lavalle
District Treasurer

STATEMENT OF BONDED INDEBTEDNESS

Annual Requirements to Amortize General Obligation Debt

Fiscal Year	Principal	Interest	Total
2004	\$810,000.00	\$620,491.25	\$1,430,491.25
2005	\$810,000.00	\$574,928.75	\$1,384,928.75
2006	\$810,000.00	\$529,366.25	\$1,339,366.25
2007	\$810,000.00	\$483,803.75	\$1,293,803.75
2008	\$810,000.00	\$438,241.25	\$1,248,241.25
2009	\$810,000.00	\$392,678.75	\$1,202,678.75
Thereafter	<u>\$6,440,000.00</u>	<u>\$1,480,998.75</u>	<u>\$7,920,998.75</u>
	\$11,300,000.00	\$4,520,508.75	\$15,820,508.75

REPORT OF TRUST FUND BALANCES

As of December 31, 2003

Month/Year Created	Name	Balance
March 1992	Bow School District	\$330,332.42
March 1996	BSD HVAC	\$545,440.47
March 1996	BSD Pickup	\$792.88
March 1998	New School Construction/Additions	\$650,439.50
March 2000	Bow High Capital Improvements	\$291,022.07
March 2002	Unanticipated Special Education Costs	<u>\$73,211.46</u>
		\$1,891,238.80

Respectfully Submitted,

James Fenn
Business Administrator

ANNUAL REPORT BOW SCHOOL BOARD

There are years when all things come together at the same time. Well, this has been one of those years. The changes go across the board, and the accomplishments are many.

The District is pleased to have a new Superintendent, Kathleen Holt, and a new Business Administrator, James Fenn. This will be their first Bow School District Meeting and will be an opportunity for them to celebrate the accomplishments of the School District.

After years of presentations, fact-finding, and soul-searching, the board is pleased to announce the completion of a new three-classroom wing at Bow Memorial School. This comes as a result of the hard work done by the BowPac Committee headed by Nick Harding and the excellent construction management of Pansy Bloomfield. The classrooms are completed and full of eager students.

The Board is also pleased to announce the completion of the window replacement project in the eighth grade wing of the Memorial School under the expert supervision of Pansy Bloomfield.

Two years of negotiating and two trips to mediation have resulted in a new and very comprehensive teachers' contract for your approval. This document brings many positive changes that both parties wholeheartedly endorse. Bow teachers are among the best in New Hampshire, and we appreciate all of the many good things they do every day above and beyond the call of duty.

Bow High School recently received their long-awaited accreditation. It is our understanding that the team that reviewed Bow High School was very impressed with the level of commitment from the administration, teachers, and students at the school. Congratulations for a job well done!

The School Board has made an effort to encourage more communication and collaboration between the School District and the Town. Since the beginning of the year, the Superintendent and the Business Administrator have met with Mr. James Pitts, Bow's Town Manager, on a regular basis to discuss issues of mutual concern. One of the developments of these meetings has been the formation of the "Fields" Committee. This committee has worked to maintain maximum utilization of all the Town's athletic resources, and it has developed a long-range plan to coordinate with the Master Plan and the newly-formed Future Visions Committee.

The Future Visions Committee has been charged with the responsibility of developing a short, medium, and long-range plan for the District incorporating the work of the Capital Improvement Plan and the Long-Range Plan so that there is a seamless interface between these two previously separate committees. Steve Elgert has taken the reins of this committee and will provide the Town with a detailed plan to review. Bob Wester, the creator of the School District Capital Improvement Plan, recently resigned from the Board after more than 10 years of continuous service to the School District. We thank Bob for his many contributions. In his stead, we welcome Warren Fargo as an experienced addition. Warren brings a wealth of experience to the Board having served as a school Superintendent in New York for over 18 years.

The School Board continues to find innovative ways to maintain our facilities. One of the recent endeavors has been the development of a geothermal heating and air conditioning proposal for the eighth grade wing of the Memorial School. Unfortunately, the cost estimates and the cost benefit analysis presented proved to be too inaccurate for the Board to commit to. The Board is continuing their investigation through other avenues and hopes to present another plan to the Town in the near future.

The Bow School District continues to explore the possibilities of an agreement to bring Dunbarton students from the 6th grade through 12th grade into this School District. These negotiations are progressing carefully to ensure that both parties will be well served by any future long-term agreement.

The School Board encourages and takes action from suggestions by the Town's people to improve the School District. Two examples of this are the Nutrition Committee and the Challenge Committee. Steve Elgert and Pansy Bloomfield have been hard at work using your suggestions to affect positive change through these committees.

The Board appreciates the opportunity to serve the School District and the community. We thank you for the support you have given the School District through the years. By working together, we maintain Bow's position as one of the best school districts in the state!

Respectfully Submitted,

Mark Lefebvre
School Board Chair

ANNUAL REPORT SUPERINTENDENT OF SCHOOLS

As I write my first Bow School District report to the citizens of Bow, I find myself still amazed at my good fortune to be able to work in such a wonderful school district. Bow students benefit from an opportunity to develop knowledge, skills and attitudes in academics, the arts, and athletics that will serve them for their futures.

The difficulties of not having a contract between the Bow School District and the Bow Education Association are behind us. You will find a warrant containing... the cost items of the newly negotiated contract. The Board and teachers worked long hours in resolving differences to come to this agreement.

Bow is a small community of highly committed residents who live in Bow for the quality of life and for the education system. Because we are small, it is important that the various agencies and offices in town work collaboratively to ensure that what we have continues to be the best it can be. Mr. Jim Pitts, Bow Town Manager, Mr. Jim Fenn, the Bow School District's new Business Administrator, and I have met on several occasions to discuss issues of mutual interest. We will continue to do soon your behalf. For example, in partnership with the Bow Police Department, we now have a School Resource Officer (SRO), a Bow police officer who works in our schools to help students and administrators understand safety in the schools and community. This has been a most helpful program for the schools.

I also have heard several people express concern about the use of the athletic fields and recreation facilities at the schools. To resolve concerns and potential conflicts, a committee has been formed bringing together the Town Manager, the Director of Parks and Recreation, representatives from the Bow Athletic Club, the Bow Soccer Club, Bow Little League, Bow High, Memorial, and Elementary School Principals, the Bow School District Athletic Director, and the Bow School District Business Administrator. This group's role is to coordinate community and school needs and use of facilities; plan for the care and maintenance of the both the schools' and town's fields; and to ensure that students and citizens have access to fields and recreational facilities. The group has also been working on developing plans for improving the Bow Elementary School playground, which is too small for present school enrollments.

In November, the Bow Memorial School proudly hosted an Open House for the three new classrooms. The new science room and two regular education classrooms are bright and cheerful and a welcomed addition to an overcrowded school. The new windows have reduced drafts and provide more natural lighting in the older wing of the building. Part of an agreement with the Fire Marshall when this addition was proposed was that the District would ask voters to support the installation of a sprinkler system in the Memorial

School in the 2004-05 budget. You'll note the costs for this are included in an article on the warrant.

Enrollments are projected to increase slightly. While space is still tight, it is anticipated that there will be sufficient classroom space next year at all buildings. The Capital Improvement Plan's major cost items are to build a new playground for elementary students, and address the heating and ventilation needs at the Memorial School. While the Board negotiated long and hard with the engineering firm to obtain a design for a geothermal unit that could be installed at the Memorial School for the price brought forward to the voters last March, this was not possible. Thus, the project did not go forward and we now need to develop a new HVAC plan.

The District continues to seek ways to improve communication with parents and with the community. Through the efforts of the Technology Committee, the District now provides notices and information to parents and to the entire community through their web page at <http://www.bownet.org/>. Click on "Schools" then on "eNotices" to get information about what is happening in the District. There are a variety of available links, including to each school, to the School Board, and to the PTO. It is hoped that the District can eventually eliminate all paper notices that take staff time to copy and cost hundreds of dollars per year in paper and copier costs.

The educational program continues to provide students with an excellent education. Results on the New Hampshire state test at grades 3, 6 and 10 show our students do significantly better than those across the state. Our SAT scores are also above state averages. Our many co-curricular and extra-curricular programs offer wonderful opportunities to our students. For many students, the activities, clubs, and athletic teams offered outside the realm of "academics" create the confidence for them to achieve academically. These opportunities teach students about teamwork, collaboration, cooperation, competition, problem-solving, determination, persistence, and best of all, enable students to dream. Our athletic teams do very well competitively. The music and theater productions provide entertainment to both students and the community throughout the year, while our visual arts program offers students the opportunity to build skills in a variety of media. You will note that there is an article on this year's warrant to purchase musical instruments for Bow Memorial School and a separate article to establish a non-lapsing Musical Instruments Revolving Fund that will provide for on-going replacement of musical instruments district-wide. For the bands to sound good, the instruments have to be in good repair, which many of our present instruments are not.

It's been a great year, with many opportunities to visit with those people in our community who have given me an historical perspective of where Bow has been and ideas of where people would hope that Bow would go. People want the best, not only for the schools, but also for the students themselves. As Buckminster Fuller said, "There is nothing in a caterpillar that tells you it's going

to be a butterfly.” It is through the combined efforts of the citizens, business partners, parents, and the school district staff that provide the opportunities for our students to come out of their cocoons and learn to fly!

Respectfully submitted,

Kathleen Holt
Superintendent of Schools

ANNUAL REPORT BOW ELEMENTARY SCHOOL PRINCIPAL

Bow Elementary School is a safe, supportive, and unique place for students to learn and grow. Our mission is to provide a challenging academic setting for all children. Despite our large enrollment, we strive to maintain a warm and welcoming atmosphere where each individual can feel a sense of community, empowerment, freedom, and fun. Bow Elementary maintains excellence through innovation and the continuous fine-tuning of programs.

A commitment to education consistently results in the academic success of our students. Once again, Bow Elementary School students maintained outstanding scores on the New Hampshire Educational Improvement and Assessment Program (NHEIAP). The results of this assessment confirm that the curriculum and instruction at BES is preparing our students for the future. We continue to strive to strengthen our performance and reach high standards. Our students and faculty should be commended for a job well done!

The Bow Elementary community continues to implement the five-year plan that was developed last year. This comprehensive plan was developed to focus on curriculum and instruction, assessment, community involvement, staff development, and culture/climate. Parents, community members, and staff members are part of the implementation team. The focus this year included enhancing mathematics instruction, creating a safe, suitable playground for our students, and enhancing staff development. The Bow Elementary staff also began implementing curriculum mapping along with our colleagues at the middle and high school.

The supportive community of Bow is critical to the success of our school. Our District Parent-Teacher Organization (PTO) has established a beneficial partnership with our schools. For the 18th consecutive year, our PTO is the proud recipient of School Volunteer Program Blue Ribbon award presented by NH Partners in Education. This fantastic achievement shows the tremendous support for our children's education. The PTO annually allocates funds for classroom materials and sponsors enriching assemblies and programs that promote an appreciation of the Arts for our students. We appreciate the active participation and support of all parents in our joint effort to provide the best education possible for our children.

The dedicated professional staff of Bow Elementary is the backbone of our school. Our faculty actively participates in a wide variety of professional growth experiences. Continued growth and development focusing on the implementation of our school-wide literacy program, enhancing mathematical reasoning and thinking skills, and meeting the needs of each child continues to be a priority. The use of technology continues to be integral to our instruction.

We welcomed four quality professionals to our talented team of educators this year. Kindergarten teacher, Tara Connor, first grade Teacher, Kris Cumiskey, second grade teacher, Trisha Comi, and class size reduction teacher, Monica Swenson, all bring innovative ideas to our school.

As always, school safety is of utmost concern. Considering the events of society today, our Crisis Team continues work on the development of safety procedures to maintain the well-being of all children in our school. We at Bow Elementary extend a special thank you to the community and Town representatives who serve on the committee. We appreciate the support of parents and the community in providing a safe learning environment for our children.

It is truly my pleasure to serve as the principal of Bow Elementary School. The dedication of the staff and community in providing quality programs for Bow's students is evident each and every day.

Sincerely,

Deborah L. Gibbens, Principal
Bow Elementary School

ANNUAL REPORT BOW MEMORIAL SCHOOL PRINCIPAL

The Bow Memorial School is pleased to report another successful school year.

What a pleasure it is to report that the new three-classroom addition is finished and functioning. In mid November we moved into these classrooms on a full-time basis. What a tremendous positive impact the new "West Wing" has made on our entire school atmosphere. These three classrooms permitted us to address the most difficult of our crowding and environment problems. The creation of the new classroom space has allowed us to use the other instructional spaces in a more efficient and effective way. The classroom domino effect has been very positive from start to finish. I want to express our sincere appreciation to the Bow Community for staying the course and arriving at this solution to our worst situation. It was a long trip, but the arrival is sweet.

Enrollment continues to rise at Bow Memorial School. This year, as of December 1, 2003, we have 622 students enrolled at Bow Memorial School. This is an increase of 20 students over 2002. Obviously, our new addition helped us to address this growth. Despite the increase in growth that is reflected in larger class sizes, we continue to see strong evidence of quality education for our students. The NHEIAP test administered in grade 6 during May provided us with concrete evidence that our students are performing at the highest level in the state of New Hampshire. Clearly, a statewide test does not give a total picture of a child's education; however, this test provides one measurement of how well we are doing what we say we are doing. Teachers and students have every right to be collectively proud of these test results. I am particularly impressed with the diligence our students demonstrated in the testing process. Throughout the testing period teachers reported that students worked extremely hard and gave their best efforts. That commitment to effort is as important to me as the actual test results. Congratulations to all who were involved.

So many teachers and students receive significant recognition during the course of the school year that it is impossible to report on all of them in this format. This year I have chosen to recognize our Guidance Department as representative of the quality work that takes place daily at Bow Memorial School. During the 2002-2003 school year, our counselors Linda Vincent and Robert Stanley received both statewide and national recognition for their achievements in the area of Career Awareness and Exploration. At the state level they were recognized for the outstanding program in this area and at the national level they were awarded runner-up status. Receiving both of these honors speaks volumes to the quality work that our Guidance Department does.

During the second semester a new program with great potential was initiated at Bow Memorial School. Under the guidance of our school nurse Donna Ireland and Linda Vincent the "Leaders in Prevention (LIP) Program came to fruition in our school. Funded by the generosity of the Bow P.T.O. we were able to send eight students and two advisors for three and one half days of training. The focus of this initiative is assisting students to develop leadership skills as they face an ever more complex world to live in.

The students who have been trained are extremely enthusiastic and active in our school community. This peer-to-peer program has great potential and we greatly appreciate all the efforts that went into getting the program going.

I am pleased to report on the progress of three new and important programs at Bow Memorial School. At this time we have completed our first year of "Curriculum Mapping". The collection of data and the discussions of that data by faculty have proven to be very useful. I can safely say that year one of this long-term initiative has met and exceeded our expectations as a significant tool to improve our educational program.

Our Gifted and Talented program now called "REACH" had a terrific first year! This program is based on a mentoring model that recognizes students' passion for learning in areas that may be beyond our curriculum. In the very capable hands of Mrs. Christy Romano this program provided a multitude of learning opportunities to more than one hundred of our students. I can personally attest to the fact that this program is a great asset to Bow Memorial School and is worthy of everyone's support.

Finally, I would like to express my sincere appreciation and gratitude to all who make up the Bow Memorial community. Their individual and collective abilities and commitment are what make Bow Memorial School a great place to be.

We are also grateful to the entire Bow community for the continued support you provide to our students, and we remain committed to providing the best education we can for all of our students.

Sincerely,

Kirk C. Spofford
Principal

ANNUAL REPORT BOW HIGH SCHOOL PRINCIPAL

It is my pleasure to be writing my eighth report as principal of Bow High School. Bow High School is now in its seventh year and is doing exceptionally well. It is my pleasure to report to you on the accomplishments of our students and our school. This year I will also report to you on several events that have had a lasting impact on Bow High School.

You should be very proud of your high school and your students. Again this year they have demonstrated exceedingly high levels of performance on almost every measure. Our average SAT scores continue to climb and be significantly above the state and the national averages. The average verbal SAT I score for a member of the class of 2003 was 537 and our average math score was 553 (a ten point increase from last year), both record high scores for BHS students. The national averages are 519 on the math SAT and 507 on the verbal SAT.

Our state testing results continue to be among the best in the NH. Bow High School students tested in the spring of 2003 ranked in the top ten on all four sub-tests administered through the NHEIAP. BHS students ranked in the top five in English/Language Arts, Math, Science and Social Studies over the most recent three year period.

Bow High School was ranked number one by a researcher at the University of New Hampshire for the "value-added" by the school. According to Robert K. Toutkoushian, Executive Director Office of Policy Analysis at the University System of New Hampshire, "Not only is the high school ranked very high in terms of the outcomes we considered (10th grade NHEIAP math scores, 10th grade NHEIAP language arts scores, % graduates taking the SAT, % graduates going to postsecondary education, and % graduates going to a four-year college or university), but the levels of these outcomes exceed what would be expected given the socioeconomic characteristics of the community."

BHS students have also excelled in the Advanced Placement classes. These classes give our students the opportunity to earn college credit or other placement considerations for college-level classes taken in high school. During the 2002-2003 school year, we had over one hundred students enrolled in eight Advanced Placement classes. Almost seventy percent of the students at BHS who took the AP tests earned a score of three or higher (tests are scored on a 1 to 5 scale with 5 being the highest) and qualifying for advanced placement consideration by the colleges they attended. Once again, over **100** students earned college credit for the challenging classes they took at Bow High School during the 2002-2003 school year.

In June, BHS graduated 139 students in the Class of 2003, our biggest class ever. The valedictorian of the class was Allison Hill and the salutatorian was Lisa Landry. Allison also was named a Finalist in the National Merit Scholarship Competition. An amazing ninety-two percent of these students went on to two and four year colleges and universities. Colleges throughout the United States know about the wonderful students entering their schools from Bow High School. Further, over the past six years, over eighty-six percent of Bow High School graduates have gone on to two and four year colleges and universities. This compares to the New Hampshire average of sixty-eight percent. BHS students have been accepted to and

attended some of the best colleges and universities in the United States. On behalf of everyone in the BHS community, I congratulate the members of the Class of 2003 and wish them well in all their future endeavors. I hope that they will always feel comfortable coming **home** to Bow High School.

Unfortunately, not all students found success at Bow High School last year. Last year 1.1% of BHS students made the unfortunate decision to drop out of school- despite all of the best efforts of our staff and other options made available to them. Although it is disappointing when any student makes this decision it is reassuring to know that we did our best to help these students and that we had the lowest dropout rate among all high schools in Central New Hampshire.

Co-curricular activities continue to have an important place in the education of students at Bow High School. Students learn many lessons through co-curricular activities that compliment their academic learning and help prepare them to be successful members of society. We are extremely pleased to offer a wide variety of co-curricular activities to our students that include the arts, athletics, clubs, activities and student government. This year, our music department placed 12 students in the New Hampshire All-State Music Festival, one of the highest compliments a music student in New Hampshire can receive. Congratulations to Kevin Baier, Brad Best, Sean Gallerani, Isabel Gottlieb, Mei Ling Loo, Andrew McKernan, Bryan Merges, Bill Neidermyer, Andrew Pike, Roxanne Prisby, Jordan Reynolds and Rebecca Stebbins. Andrew Pike was also selected to Jazz All-State. Other academic groups receiving accolades include: the Bow High School Chapter of the National Honor Society, honored at their state convention for their service to the community, the Math Team which once again placed second among New Hampshire Math teams; and the BHS Band and Chorus who received high marks during their competition at Six Flags over New England in Massachusetts.

Students at Bow High School have also performed well in several drama productions: *Our Town*, performed last spring and *The Frog Princess*, performed in the fall. In the visual arts, four BHS students won awards in the New Hampshire Scholastic Art Awards Competition. These awards included three "Gold Keys" to Miyako Igari, Kerry Kenneson and Melanie Titus and one "Honorable Mention" to Chris Wadelich.

Our athletic teams are leading the state, earning respect in every sport for their hard work and competitiveness. During last winter's season several BHS athletes reached significant milestones in their high school careers. Ben Schaefer notched his 100th career win in varsity wrestling Tanner Mosher won the State Championship in Wrestling (in the 160 pound weight class) and Julia Riordan won the individual All-round State Gymnastics Championship.

Last spring, the BHS Track and Field teams accomplished a rare feat in NH high school sports. They both won their respective Class M State Championships. They were led by a number of BHS athletes who earned individual state championships: Anne Wadelich (in the Discus), Brianna Finnegan, Lydia McMicken, Kelly Murphy and Emily Patch (in the 4x800 meter relay), Eric Low (in the 400 meter) JP McManus (in the long Jump) and Tony Saltmarsh (for the second consecutive year in the High Jump). The Boys' and Girls' Lacrosse teams accomplished a similar feat by capturing the State Championships in their respective divisions and the Baseball team won the Class M State Championship.

This fall, we crowned the Boys' Cross Country team with their first NHIAA Championship Plaque. The Bow Boys' dominated the Class M/S field finishing first (Dickie Gerry), second (Geoff McDonald) and third (John Hall) in the race with Dickie Gerry winning the first individual State Championship in Cross Country in school history. BHS also celebrated the career of its all-time leading scorer in Boys' soccer, Jon Coache, who was named the school's second All-New England Boys' Soccer player.

We are very lucky to have outstanding coaches to lead our student-athletes. Our coaches continue to lead the state and receive recognition from their peers. Congratulations to Kelly Farrell who was selected NH Class M Girls' Varsity Soccer Coach of the Year and to Laurie Zielinski who was selected NH Class M Girls' JV Soccer Coach of the Year. George Pinkham, our boys' soccer coach, has been selected for induction into the New Hampshire Soccer Coaches Hall of Fame. Finally, our Girls' Basketball Coach, Alex Saltmarsh was selected as the NH Girls' Basketball Coach of the Year

Despite all of the success of our teams, we are careful not to measure the success of our teams by their records alone. Participation in athletics at BHS continues to grow and remains very high with over 65% of our students participating on at least one team and 85 students who participated in three sports during the 2002 -2003 school year.

One of the very important events that took place this year was the accreditation of Bow High School. Last Spring, after almost two years of preparation, BHS hosted a visiting team of educators as part of the process of becoming accredited by the New England Association of Schools and Colleges. Bow High School was awarded its initial accreditation by the Commission on Public Secondary Schools of the New England Association of Schools and Colleges at its Annual Meeting in Boston on December 4, 2003. In a letter informing the school that it was being recommended for initial accreditation, Commission Director Dr. Pam Gray-Bennett stated, "The Commission was impressed with the many programs and services at Bow High School..."

This year was a difficult one for Bow High School and for all those who lost a loved one or a friend. The losses we have suffered have certainly had an enormous impact on us. They have caused us to stop and examine our lives and actions with a very different perspective. They have caused us to measure our lives and our actions against a different standard. In many ways they have brought out the best in us, just as our departed loved ones gave us their best. I would like to take this opportunity to again thank everyone in the Bow High School community for the love, support and caring they have demonstrated during these difficult times. Through these tragic events, a new, closer and more caring feeling has permeated our community. It surely reminds us that Bow a great place to live, work and learn.

We continue to be grateful to our faculty and staff for the wonderful job they do for our students. Little of our success and accomplishments could be realized without their dedication and hard work. We are grateful for the preparation our students receive from the terrific teachers and staff at Bow Elementary School and Bow Memorial School. Three Bow High School teachers were recognized by their professional associations as "Teachers of the Year." A special congratulation goes out to Connie Evans, World Language Teacher of the

Year; Heidi Pauer, English Teacher of the Year and Kay Shoubash, Family and Consumer Sciences Teacher of the Year.

We are also grateful to our parents and community for their outstanding support. The Bow POPS (Parents of Performing Arts Students), the Falcon Booster Club, the Bow PTO and the Bow Rotary continue to provide valuable support of our students and school programs. Of particular note this past year have been scholarships, which were provided to our graduating seniors through the generosity of many individuals and organizations in the community; the support for our safe prom and graduation reception, support of our athletic teams and our Career Expo. Through these efforts and much more, the town and the community have helped us establish Bow High School as the high school everyone is talking about in New Hampshire and beyond.

My report would not be complete without giving thanks to the people who make Bow High School, and the work we do, possible. I would like to thank the citizens of Bow; the Bow School Board; recently retired Superintendent of Schools, Ralph Minichiello, our new Superintendent of Schools, Kathy Holt and the staff of the SAU office, for everything they have done to support the students and staff of Bow High School. I would also like to give special thanks to our Assistant Principal Gay Longnecker, and the administrative team of Bow High School for your long hours, dedication, and commitment to our students and the BHS philosophy.

Finally, I would like to thank my family. Through all of the demands of my position they are my greatest support. I could not be a father, a husband or an effective principal without their love, support and patience.

Respectfully submitted,

George H. Edwards
Principal

**ANNUAL REPORT
BOW ELEMENTARY SCHOOL NURSE**

The month of February brought what I call the "Bow Bug" to Bow Elementary School. I have been the nurse here for 9 years and never had I seen so many sick children. Because BMS School Nurse, Donna Ireland and I work closely together I knew that BMS had been seeing many sick students. That warning from BMS gave me a heads-up as to what was to come here at BES! My thanks to parents who picked up sick children, kept them home when they were sick and kept me informed as to "what was going around." As the school nurse I cannot do my job alone. I need collaboration between parents, physicians and my colleagues to give the children of BES the care they need. The New Hampshire School Nurse Association had a catchy slogan one year; "Healthy Children Learn Better – School Nurses Make That Happen!" My goal is that your children will be as healthy as possible and will be successful here at BES.

I am the Chairperson for the BES Crisis Team. The BES crisis plan was put into place during the 2000-2001 school year. Emergencies are unpredictable and happen when we least expect them. At BES we routinely drill students and staff in our evacuation procedures. Procedures are reviewed and revised as necessary following each drill.

As a member of the Special Education Core Team I not only carry out vision and hearing screenings and attend meetings, I am often the link between school and the physician.

The yearly flu vaccine clinic was held in November. Many Bow School District employees and their families took part in this clinic. While the children at BES were ill in February, the staff did not seem to be as affected. I am convinced that the yearly flu vaccine clinic played an important role in keeping the adults healthy.

The Bow Rotary Club once again sponsored Operation Big Shot. I cannot thank the Bow Rotary and the Concord Regional Visiting Nurse Association enough for continuing to provide this valuable service to the children of Bow. I am proud to help coordinate this with them.

Your children are very important to me.

Respectfully Submitted,

Cindy Prescott, RN

ANNUAL REPORT BOW MEMORIAL SCHOOL NURSE

2002/2003 was a very busy year in the Bow Memorial School Health Office. Visits consisted of assessment of students with illnesses and injuries, dispensing medications, health monitoring and emotional support. I spent much of my time consulting with parents by phone, in meetings or by e-mail. Several types of health screenings were done this year. Pediculosis (head lice) screenings were done in the fall and as needed throughout the year. I advised and answered questions for parents about treatments and prevention. Scoliosis screenings were done on all students in grades 5-8. Vision and hearing screenings were done as part of special education evaluations and upon request for vision or hearing concerns. Referrals for physician follow-up were made when appropriate.

We were hit extremely hard by both influenza and a gastrointestinal virus in January, February, and March. Although some other schools in NH had to close for a few days in trying to contain the illnesses, Bow Memorial was able to stay open. At one point we had half of our student population ill or recuperating. I worked closely with Public Health and our school administration in tracking and trying to contain the rapid spread of these illnesses. Many thanks go out to the parents who complied with requests to keep sick children at home. Our custodial staff was diligent in their cleaning practices. Our teachers, possibly due to flu vaccination practices, managed to keep their attendance to a level so that we were able to keep school open. They definitely faced some challenges due to the student absenteeism. Although at times teachers were teaching to very small classes, they managed to continue the educational atmosphere here. They deserve accolades for being able to help all those students to make up the large amounts of missed learning and schoolwork. In 13 years as a school nurse, I have never experienced a flu season like that one!

I participated in the fall with the planning of Red Ribbon Week drug-free promotion activities as I have done every year. This year I also arranged to have Tym Rourke, Program Director of NH Teen Institute, speak to the PTO about alcohol and drug prevention and in particular their middle school programs. After hearing some frightening statistics from the NH Youth Risk Survey and some national data, parents voiced an interest in starting a program here at Bow Memorial, since this seems to be the current target age group for prevention work. Mrs. Linda Vincent, one of our counselors, and I began a new drug and alcohol prevention program called Leaders in Prevention (LIP). We attended a three and one-half day training with eight students in March which was put on by New Hampshire Teen Institute. In April, Linda and I, and these students were part of the panel for Bow's first drug forum sponsored by the Bow Rotary Drug Task Force. It has been very exciting to watch Bow's drug and alcohol prevention efforts grow over this past year. Our Leaders in Prevention group began their first large action plan of painting a mural in our school cafeteria to promote diversity, tolerance, and alternatives to taking drugs.

I am a member of the Crisis Team here at Bow Memorial and we continued planning for the safety of our school population and proper responses no matter what the crisis. Drills were practiced and procedures were reviewed and revised as needed.

The guidance department and I continued to work closely to provide counseling and crisis intervention for students in need. Many times a student will exhibit health concerns when they are having a hard time with schoolwork, social issues or other emotional concerns.

I am a member of the Special Education Core Team. I continued to work in close coordination with our school social worker and with area agencies in finding resources from the community for various needs.

Thank you for trusting me with your children's health. As always, I welcome any questions or comments.

Respectfully submitted,
Donna Ireland, RN

ANNUAL REPORT BOW HIGH SCHOOL NURSE

The health office continued to be a very busy place at Bow High School. Health office visits for routine daily medications, regular supportive needs, health assessments, health questions, first aid and emergency care ranges from between forty and sixty visits per day. I monitored students with long term or chronic medical conditions including diabetes, seizure disorders, and asthma as well as supported students who returned to school post injury/illness/surgery as well as those with mental illnesses and emotional issues.

I worked with students and their parents communicated with teachers, school administrators, guidance counselors, the school psychologist, social worker, athletic trainer and area health care providers regarding student concerns and problems. I attended special education meetings, individualized education plan (I.E.P.) meetings as well as parent/teacher meetings per request. I was also part of BLT (Building Level Team) that meets weekly to discuss student concerns and address student needs.

During the months of October and November several cases of Pertussis (Whooping Cough) were identified in students. Under the guidance of the NH Department of Communicable Diseases, information and support was given to students, families and local health care providers to control this outbreak. The annual district wide flu clinic was held again in October. It was great to see many staff members and their families taking advantage of this. In November the NH Immunization survey, a report of immunization compliance for every student's immunization records, was submitted to the state for review.

The three district nurses, Cindy Prescott, Donna Ireland and I meet to discuss district-wide health and wellness concerns of students and employees in the district. Together we identified needs in order to provide the best for our students -your children - in the Bow School District. I continued to stay active in the New Hampshire School Nurse's Association by attending workshops and conferences that were held throughout the year. I also attended a ChaD (Children's Hospital at Dartmouth conference on chronically ill children, which was an excellent learning experience. As a member of the BHS staff, I met daily with my Senior Class Advisory, a wonderful group of students who have been my advisees since their freshman year. It was my pleasure to also be a senior seminar project mentor for two students.

I was an advisor for Peer Outreach, a group dedicated to promoting a drug free and healthy lifestyle. These students participated in the Red Ribbon Week ceremony at the NH State House and the NH Coalition Against Domestic and Sexual Violence press conference. The group also sponsored a very poignant speaker, a young man who spoke about his life-changing experience as the driver involved in a fatal automobile accident. Peer Outreach also promoted school spirit during a week filled with fun activities called, March Madness.

The Bow Rotary's Drug and Alcohol Task Force held a forum in April addressing concerns about substance use among teens. At this forum I spoke about things that are done in the high school to educate students about drugs and alcohol.

Every faculty and staff member was very involved in the final process of the NEASC (New England Association of Schools and Colleges) Accreditation. I participated in the committee visitation and was interviewed by the visiting committee about the health office.

Once again I would like to take this opportunity to thank you, the community for your support during the year. It's evident to me that we all recognize that healthy children learn better.

Respectfully submitted,
Leslie Bean RN, NCSN

ANNUAL REPORT
BOW POPS
Parents of Performing Arts Students

Each year keeps getting better and better for the Bow POPS. More and more parents are getting involved, as more and more students get involved in the Arts. What more can you ask!

Our organization, which stands for Parents of Performing Arts Students, is an organization that supports the performing arts in the Bow School District. The purpose of POPS is to make sure the Arts are always a part of the educational process in our district as well as to provide financial support to address the needs of students interested in the performing and visual arts. At the start of the 2003-04 school year, nearly 20 percent of Bow High School students were involved in the Music Department alone!

Our officers for this year were: Claudette Gammon, President; Linda Clouthier, Vice-President; Judy Prisby, Secretary; Cathy Lauwers, Corresponding Secretary; Kathy McKernan, Treasurer, and Charlene Noyes, Auditing Treasurer.

The Bow POPS Senior Award Winner this year was Heather Fay, who is now a freshman at Johns Hopkins University in Maryland. We wish Heather all the best for the future.

The Community and Events Raffle Calendar wasn't as successful a fundraiser as we had hoped. The organization decided to discontinue it in 2003-04 and focus on other fundraisers.

The high school music department hosted the Large Group Festival in March of 2003. More than 55 schools and 3,500 students from all over New Hampshire came to Bow to participate. Our food concession, with the help of all the parent volunteers and staff from the high school, under the guidance of John Fay and Kathy and Doug McKernan at the middle school, reaped a profit of well over \$3,200. Our best year yet!!! We will be hosting this festival again in March of 2004. With all your help, we hope to have an even more successful fundraising event.

With the some of our profits from Large Group, we purchased Tuxedo Jackets for the male members of the chorus at the high school, as well as bells for the middle school.

It is likely 2004 will be the last year Bow hosts the New Hampshire Large Group Festival for a while. It has been our largest fundraiser, therefore we have been exploring and trying other events this past fall, and will continue in the spring of 2004.

The eighth graders at the middle school decided to no longer sponsor a Citrus Sale. The POPS was able to pick it up as a fundraiser, so that the town would still be able to buy fresh citrus from Florida and at the same time, continue to benefit the students in the district. We are still in the process of this sale, so our numbers will have to be reported in the report for 2004.

Our group sponsored a Holiday wrapping session at Borders on December 4th and 5th. We will be selling Holiday gift books at the high school winter concert in conjunction with Gibson's Bookstore, and Bread and Chocolate. Thanks to Jane Fellows for organizing these fundraisers.

The next fundraiser that we are trying to get off the ground is a "Death by Chocolate" champagne and dessert party for Valentine's Day, February 14, 2004. We are planning to host this affair at the Kimball-Jenkins Estate, and hope all of you partners who don't know what to do for their significant other will plan on buying tickets. This is being organized by Linda Ashford. Thank you Linda!

Again, all you parent volunteers. we cannot thank you enough for the time you devote to the POPS, and hope you can continue your support to make the 2003-2004 school year even more successful.

Those of you who would like to attend our meetings, they are held the second Wednesday of the month, during the school year, at 7 p.m. in the high school music room! See you there.

Respectfully submitted,
Claudette Gammon, President

ANNUAL REPORT BOW PARENT-TEACHER ORGANIZATION

The Bow Parent-Teacher Organization celebrated another successful school year for 2002 - 2003. Among the many accomplishments were banner fund-raisers in the Magazine Drive, Membership Drive, the Ski & Skate Sale, the Craft Fair, and the Scholastic Book Fair directed by our wonderful chairpersons Tracie Flynn, Ginger Fraser, Beth Titus, Gail Wolfe, Jackie Young, Judy McPhail, Bryan Westover, Lois Davis, Carol Neigisch, Deb McCann, Dianne Morin, Linda Bucknam, and Pam Hofley. The PTO Volunteers again received the coveted Blue Ribbon Award for the many thousands of hours volunteered and managed by the Bow Elementary School, Bow Memorial School, and Bow High School Volunteer Coordinators Shay Welch, Teresa Neves, Lisa Boisvert, Margaret Angarella, and Karen Goldthwaite. Other programs that run concurrently through the year include the PTO Ecosmith Clothing Bin (white bin located at the Community Building) where you may donate clean used clothing, shoes, and equipment for recycling around the globe), the Campbell Soup Label program, and the Boxtops for Education program (with thanks to the Wolfe and Corson families!). These programs are collective fund-raisers, earning valuable computers and software programs for the District by simply saving labels. Excesses in the Boxtops program will go towards the Bow Elementary School Playground Fund.

The PTO also has members serving on the newly-formed Bow Drug and Alcohol Abuse Prevention Coalition, dedicated to educating the parents and youth in our community to the dangers of drug and alcohol use. The PTO Safe Home Program, chaired by Debra Cmar, provides a database of families who pledge to provide a safe, social atmosphere for our school-age children beyond school hours.

In June, the Executive Board said farewell to Martha Hickey, who has served the PTO as Secretary, then Vice President for the past three years. In addition, Martha also oversees the PTO website, which she will continue to do. We thank Martha for all her efforts for the Board and the parents and students and teachers in Bow; she has been an invaluable asset! We also said goodbye to Monica Swenson, who has been the Board Secretary. Monica won't be going far, though. She is resuming her teaching career at Bow Elementary School and will continue to be active in PTO. Good luck, Monica.

We welcomed Marge Westover as the new Board Secretary in June, and Danielle Johnson was voted in as the new Vice President in November. The PTO is excited to have these new officers on board and looks forward to new enthusiasm and ideas for our organization.

As far as the PTO Budget goes, we raised roughly \$41,000.00 and distributed about \$36,000.00 during the 2002 - 2003 school year with most of the distribution going to Enrichment, Assemblies, Literary Activities, and Scholarship at Bow Elementary School, Bow Memorial School, and Bow High School. It is important to note that these monies are raised entirely through volunteer efforts and donations and offset the annual School District budget that is raised through taxation. We thank all our members for participating in fund-raising and volunteer activities through the PTO. The Bow School District Principals, staff, and Superintendent's office are always wonderfully appreciative of all our efforts and never hesitate to thank the PTO.

We look forward to another banner year for 2003 - 2004!

Respectfully submitted,

Deborah McCann, President

BOW SCHOOL DISTRICT ENROLLMENT HISTORY

Year	Pre Sch	K	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12
1991-92		92	103	91	107	95	82	91	75	99	79	79	78	95
1992-93		90	98	103	88	114	104	81	94	77	102	72	81	73
1993-94		100	99	96	112	91	114	109	77	91	72	88	69	75
1994-95	9	112	99	105	106	118	98	112	118	83	83	69	81	69
1995-96	13	109	120	104	110	117	123	107	117	120	73	75	62	80
1996-97	18	97	138	132	115	120	126	137	111	114	117	70	77	60
1997-98	16	112	117	138	139	119	133	132	135	122	122	115	69	72
1998-99	18	120	140	114	139	135	127	138	143	139	128	120	122	71
1999-00	14	75	142	141	121	148	145	145	136	149	157	123	120	119
2000-01	11	84	101	153	142	129	154	151	155	149	149	168	121	116
2001-02	23	87	118	104	156	149	132	156	151	154	147	145	165	118
2002-03	14	71	120	119	116	162	153	131	164	155	160	149	143	163
2003-04	16	90	114	114	127	120	166	155	134	169	165	156	146	139

TOTALS	Pre-4	Gr 5-8	Gr 9-12	TOTALS
1991-92	488	347	331	1166
1992-93	493	356	328	1177
1993-94	498	391	304	1193
1994-95	549	411	302	1262
1995-96	573	467	290	1330
1996-97	620	488	324	1432
1997-98	641	522	378	1543
1998-99	666	547	441	1654
1999-00	641	575	519	1735
2000-01	620	609	554	1783
2001-02	637	593	575	1805
2002-03	602	603	615	1820
2003-04	581	624	606	1811

BOW SCHOOL DISTRICT PERSONNEL 2003 - 2004

SAU PERSONNEL

Kathleen Holt	Superintendent
Jim Fenn	Business Administrator
Patricia Morse	Bookkeeper
Gayle Theos	Administrative Assistant to Superintendent of Schools

SPECIALISTS:

Pauline Laliberte'	School Social Worker
Stephanie Sweeney	Speech -- BES
Alma Velasquez	Speech -- BES
Amanda Winch	Occupational Therapist

DISTRICT PERSONNEL:

Randy Welch	Director of Special Education
Tamra Williams	F/T School Psychologist
Deborah Hoefs	Spec. Ed. Sec'y
Roy Bailey	Tech Coordinator

BOW ELEM SCHOOL

Deborah Gibbens	Principal
Donna Girard	Assistant Principal
Julie Bassi	P/T Psychologist
Dale Roberts	School Sec'y
Dolores Peretto	School Sec'y
Cheryl Potter	School Sec'y
Emily Aldeane	Preschool
Lois Ambra	Grade 2
Susan Bailey	Music (p/t) & Technology (p/t)
Patricia Bechard	Grade 1
Sandra Bennert	Grade 4
Glenn Berger	Guidance
Amy Blau	Grade 3
Debra Boucher	Program Assistant
Pamela Bowler	Grade 3
Karen Boyd	Reading
Sarah Bragg	Art (P/T)
Ann Brannock	Program Assistant
Charlotte Brenlove	Grade 2
Chris Brewster	Grade 4
Kim Bryant	Art
Margaret Cain	Grade 3
Judith Chisholm	Program Assistant
Michelle Clark	Program Assistant
Tricia Comi	Grade 2
Tara Connor	Kindergarten
Kathryn Cramer	Physical Education
Kristen Cumskey	Grade 1
Erin Gardner	Grade 1
Julie Gaudette	LD Specialist
Diane Gerhardt	Grade 2
Bridget Hahn	Program Assistant
Eleanor Hall	Grade 1
Cheryl Hamer	Grade 4
Manlynn Hayes	Grade 3
Debra Heckman	Program Assistant
Kay Herrick	Media Generalist
Sharon Herrick	Program Assistant
Martha Hickey	Grade 3
Maureen Hill	Individual Student Asst.
Michelle Hill	Program Assistant
Susan Ives	Program Assistant
Sonia Jones	Program Assistant
Maryann Kerazes	ESOL - (BES & BMS)
Susanleigh Kurtz	Gifted & Talented
Patti Lally	Grade 2
Martha Lawton	Special Education
Maureen Liakos	Individual Student Asst.

BOW MEMORIAL SCHOOL

Kirk Spofford	Principal
Sandra Beauvais	Assistant Principal
Evelyn Judkins	School Secretary
Diane Lowe	School Secretary
Kelly Ardit	Grade 6 Special Education
Sarah Arndt	Grade 8 - Social Studies
Kara Auger	Grade 7 Science/Math/Reading
Paula Bailey	Grade 7 Language Arts / Reading
Judith Bascom	Individual Student Assistant
Marcy Berenato	Program Assistant
Deborah Byer	Program Assistant
Theresa Chisholm	Program Assistant
Bethany Ciocci	Grade 7 Special Education
Phil Coggin	Grade 6 Program Assistant
Sean Costello	Grade 8 Science/Social Studies
Stephen Cousens	Grade 8 Reading / Lang. Arts
Katharine Deacon	Grade 8 Social Studies/Spanish
Bridget DeAngelis	Grade 6 Social Studies / Reading
Janis Eskeland	Grade 5 Language / Reading
Kathryn Ford	Grade 5 Lang. Arts / Social Studies
Gayle Gardner	Special Education
Paul Genest	Foreign Language
Sheila Gibbons	Grade 7 Language Arts / Reading
Elaine Giguere	Music / Chorus
Marguerite Grappone	Grade 5 Program Assistant
Kay Graves	Grade 8 Language Arts
Marie Greenly	Individual Student Assistant
Muriel Hall	Computer Literacy
Amanda Hartung	Grade 6 Math
Katherine Haubrich	Grade 8 Maath
JoAnn Heath	Tech Assistant
Joan Hopf	Reading Specialist
Donna Hopkins	GEA
Donna Ireland	Nurse
Edie Jones	Grade 6 Language Arts / Reading
Maryann Kerazes	ESOL - (BES & BMS)
Theresa LaPlante	Media Assistant
Deborah Liebson	Health
Cathleen Martone	Grade 5 Science
Mane Millen	Grade 6 LA / Science
Judith McPhail	Individual Student Assistant
Ted Mottola	Technology Ed/Industrial Arts
Laune Neal	Grade 8 Science/Social Studies
Christine O'Brien	SPED - Gr. B
George Pinkham	Art
Sue Pnbis	Physical Education
Hedi Proulx	Grade 5 Math / Social Studies
	Grade 7 Math

BOW HIGH SCHOOL

George Edwards	Principal
Gay Longnecker	Assistant Principal
Don Gage	Dn Math/sci/tech
Lisa Ransom	Dn of Students
Robin Steiner	Dn Humanities
Peggy Burkhardt	School Sec'y
Cathleen Leclerc	School Sec'y
Cecile Poisson	School Sec'y
Martha Rae	Guidance Sec'y
Pamela Alberici	Tutor
Andrea Albert	MST/Business/Comp.
Gina DiGregorio Aubin	Humanities/English
Anne Barnea	Humanities/English
Leslie Bean	Nurse
Christine Bourque	BEST
Melissa Boutin	Individual Student Assistant
Kathleen Braden	World Lang./Latin
Margaret Brown	Special Education
Janice Brunelle	Special Education
Deb Buchholtz	Humanities/English
Angel Burke	Humanities/English
Michelle Cadorette	Humanities/English
Daniel Calder	MST/Science
Patricia Carew	Individual Student Assistant
Tamara Skye Chiarella	World Lang./Spanish
Cliff Chulada	BEST/Trainer
Joanna Cioe	Individual Student Assistant
Paul Cohen	MST/Math
Mary Ellen Colantuoni	Individual Student Assistant
Derek DeAngelis	Humanities/Soc. Studies
Colleen DesRuisseaux	Guidance
Amanda Dileo	MST/Science
William Dodge	MST/Math
Michelle Downie	Humanities/Social Studies
Paula Dubois	Individual Student Assistant
Marcel Duhaime	MST/Math
Curtis Edwards	MST/Tech. Education
Connie Evans	World Lang./Spanish
John Farese	Guidance
Kelly Farrell	MST/Math
Benjamin Forbes	BEST
Grace Freije	Humanities/Art
Kristen Frost	Speech Assistant
Mary Ann Gaschnig	Sch-to-Career
Paul Genest	World Language/French
Drew Groves	MST/Science
Jacqueline Harvey	MST/Math
Richard Hedrick	Humanities/Art

BOW SCHOOL DISTRICT PERSONNEL 2003 - 2004

BES (Continued)

Patricia Manning Special Education
 Lee Ann Michelin Preschool
 Elaine Mielcarz Grade 1
 Betsy Mills Physical Education (P/T)
 Erin Montgomery Individual Student Asst.
 Allyson Morse Individual Student Asst.
 Lucille Nicholas Program Assistant
 Robin Pavano Kindergarten
 Suzanne Percy Grade 4
 Cindy Prescott Nurse
 Jennifer Rand Program Assistant
 Megan Rauscher Individual Student Asst.
 Karen Resnick Program Assistant
 Robin Richter Program Assistant
 Lisa Rogers Grades 3 & 4 - Reading
 Donna Saide Grade 4
 Claudia Spangler Grade 1
 Monica Swenson Grades 1 and 2 - Reading
 Jillian Tamagna Program Assistant
 Jennifer Tinkham Therapist / Tutor
 Jeannette Whaland Grade 3
 Lisa White Kindergarten
 Mary Whitman Program Assistant
 Emily Wible Individual Student Asst.
 JoAnn Willemssen Music
 Kristin Woodman Grade 2
 Melissa Young Grade 3 & 4 - Reading - 50%

FOOD SERVICE PERSONNEL

Allison Niedbala, Director

BES

Sharon Chaput
 Dianne Cooper
 Lisa Davis
 Nancy Dupuis Kitchen Mgr.
 Mary Ann Gill
 Suzanne Waddell

BMS

Elizabeth Begin
 Rose Blanchette
 Pat Cargnan Kitchen Mgr.
 Stacey Dearborn
 Deb Digilormo
 Susanne Fournier
 Mary Pedersen

BHS

Terry Bean
 Karen Giquinta
 Becky Grant Kitchen Mgr.
 Frances Ladd
 Patsy Laufman
 Shirley Reagan
 Susan Stencavage
 Lori Wolklin

SUBSTITUTES

Lisa Davis
 Diane MacDougall

BMS (Continued)

Susan Rainier Grade 6 Science
 Jennifer Rand Individual Student Assistant
 David Raynard Grade 6 Soc. Stud.
 Christy Romano G & T
 Janine Rousseau-Evans Media Specialist
 Josie Scupp Grade 5 Math / Social Studies
 Lisa Serard General Education Asst. to Nurse
 Anita Shaw Grade 5 Language Arts/Reading
 Sue Shore Grade 5 Reading/Science
 Maryanne Sisk Music / Band
 Adeana Soper Grade 5 Special Ed.
 Robert Stanley Grades 7 & 8 Guidance
 Wendy Steff Grade 7 Science
 Mary Straub Grade 8 Program Assistant
 Lisa Strempler Individual Student Assistant
 Theresa Taylor Program Assistant
 Marcia Trexler Consumer Science
 Linda Vincent Grades 5 & 6 Guidance
 James Vulgamore Grade 7 Social Studies
 Elizabeth Worth Gen. Ed. Asst.
 Jennifer Wrath Grade 7 LA/Reading
 Karen Yout General Education Assistant

TRANSPORTATION PERSONNEL

Roberta Lavalle, Coordinator

Shirley Bardwell Sub
 Connie Barton
 Elaine Brassard
 Jean Brassard
 Brenda Breault
 Watson Burt
 Bart DeFina
 Dan Eliason Trainer
 James Gilbert Sub
 Lisa Johnson
 Peter Lyford
 John Martin Sub
 Kim Mossey
 Geoff Niswander
 Marjorie Paquette
 Karen Reid
 Glenn Richard
 Paul Robillard
 Deb Saucier
 Ann Snow
 Nannette Thorne
 Matt Cheney, Mechanic

BHS (Continued)

Robert Jacques Tech. Assistant
 Robert Jozokos Humanities/English
 James Kaufman Athletic Dir.
 Catherine Knowles Humanities/Soc. Studies
 Leesa Knudson MST/Computers
 Heather LaBarre Program Assistant
 Cheryl Lamoureux Individual Student Assistant
 Tatiana Lassonde Individual Student Assistant
 Mark Lawrence MST/Chemistry
 Catherine Leach Humanities/Social Studies
 Jeanette Lizotte Media Specialist
 Denise Luneau Program Assistant
 Christine Marie Speech Assistant
 Dana Marino Interp/Tutor
 Joy McDermott Humanities/English
 Elena Merrill Prog. Asst.
 Bill Metevier Humanities/Music & Chorus
 Brenda Mitchell MST/Science
 Lucy Mottola Media Assistant
 Christopher Naimie MST/Physics/Math/Technology
 Ernn Pasternak Program Assistant
 Heidi Pauer Humanities/English
 Michelle Pellegrini Special Education
 Christiane Raabe BEST
 Mary-Joan Rainville Alt. Ed.
 Donna Ray MST/Chemistry/Physics
 Regan Reed Individual Student Assistant
 Heather Rosenbleeth World Lang./Spanish
 Tracy Schaufenbil BEST
 Brenda Sherwood Humanities/Social Studies
 Katherine Shoubash Family & Consumer Science
 Nancy Smith Spec. Ed.
 Christopher Stebbins Tech. Asst.
 Roger Tessier MST/Math
 Stan Wawrzyniak MST/Technology
 Colony Wilhelm World Language/French/Spanish
 Lily Woo Humanities - History

MAINTENANCE PERSONNEL

Terry Cramer, Head Cust BES&BMS

Dawn Tuttle, Head Cust. BHS

Al Asselin, BMS
 Abraham Blow, BES
 Stephen Colman, BHS
 James Dunleavy, BHS
 George Gavin, BMS
 Merwin Goodbread, BES
 Bryan Hammon - BES
 Thomas Klapproth, BHS
 Todd Hickey, BHS grounds
 Scott Perkins, BES
 John Plummer, BHS
 Charles Reinbolt, BHS
 Enc Riggs, BHS
 Ernest Severno, BHS

TELEPHONE NUMBERS

Report Fire or Request Medical Aid	225-3355
	Or 911
Request Police Assistance.....	228-0511
	Or 911
State Police (Troop D).....	271-1162
Town Clerk/Tax Collector	225-2683
Building Inspector	228-1189
Town Manager	228-1187
Recreation Department.....	228-2222
Director of Public Works	228-2207
Planning Director.....	225-3008
Fire Department (NON EMERGENCY).....	228-4320

Town Office Hours Monday thru Friday 7:30 to 4:00

Library Hours

Monday thru Wednesday.....	10 a.m. to 8 p.m.
Friday.....	10 a.m. to 7 p.m.
Saturday (Labor Day thru mid-June)	9 a.m. to 1 p.m.

Bow Transfer Station

Saturday	9 a.m. to 3 p.m.
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HOW YOUR 2003 TAX DOLLAR WAS SPENT (to nearest cent)

